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# INDUSTRY WAGE SURVEY

## Iron and Steel Foundries

NOVEMBER 1967

Bulletin No. 1626

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS





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November 1967

**Bulletin No. 1626**

June 1969

**UNITED STATES DEPARTMENT OF LABOR**  
**George P. Shultz, Secretary**



**BUREAU OF LABOR STATISTICS**  
**Geoffrey H. Moore, Commissioner**

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## Preface

The results of a Bureau of Labor Statistics survey of wages and supplementary practices in iron and steel foundries in November 1967 are summarized in this bulletin. Data are reported separately for four product branches: Gray iron, except pipe and fittings; gray iron pipe and fittings; malleable iron; and steel.

Separate releases were issued earlier for—

Gray iron foundries, except pipe and fittings  
Chicago  
Los Angeles—Long Beach and Anaheim—Santa  
Ana—Garden Grove  
Philadelphia  
Pittsburgh  
St. Louis  
San Francisco—Oakland

Gray iron pipe and fittings foundries  
Alabama  
Birmingham

Steel foundries  
Chicago  
Pittsburgh

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C., 20212, or from any of its regional offices.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Robert G. Bryan in the Division of Occupational Wage Structures. Field work for the survey was directed by the Bureau's Assistant Regional Directors for Operations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's eight regional offices, are listed at the end of this bulletin.



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## Iron and Steel Foundries, November 1967

### Summary

Straight-time earnings of production and related workers in iron and steel foundries averaged \$2.94 an hour in November 1967. Men, 98 percent of the 185,236 workers covered by the survey,<sup>1</sup> averaged \$2.95 an hour; women, employed in jobs such as inspectors and core assemblers and finishers, averaged \$2.37. Individual earnings in the industry were widely dispersed, with the middle half of the workers earning from \$2.47 to \$3.40 an hour.

Workers in the Great Lakes region, slightly more than half of the industry's work force, had the highest average (\$3.14) among the regions studied separately. About one-fourth of the workers were in the Middle Atlantic and Southeast regions; they averaged \$2.83 and \$2.52 an hour, respectively. The lowest regional average (\$2.23) was recorded in the Southwest. Earnings levels also varied by type and size of foundry, size of community, the establishments' collective bargaining agreement status, and occupation.

Among the production occupations surveyed separately, average hourly earnings ranged from \$2.43 for material handling laborers to \$4.68 for metal patternmakers. Chippers and grinders, numerically the most important job category studied, averaged \$2.84 an hour.

Paid holidays, usually from 7 to 10 days annually, and paid vacations were provided to almost all production workers. Typical provisions for paid vacations were 1 week's pay after 1 year of service, 2 weeks after 5 years, and 3 weeks after 15 years. Various health and insurance plans, as well as retirement pension benefits, were also widespread in the industry.

### Industry Characteristics

Iron and steel foundries within scope of the survey employed an estimated 185,236 production

and related workers in November 1967. This was an increase of 21 percent over the employment level recorded in November 1962, the date of a similar Bureau survey.<sup>2</sup> In the intervening 5 years, employment levels rose about 6 percent in the Middle Atlantic and Pacific regions, 10 percent in the Middle West, and between 25 and 28 percent in the New England, Southeast, Southwest, and Great Lakes regions. The two smallest regions in terms of industry employment were at the extremes in relative employment changes between the two survey periods; up 47 percent in the Border States and down 4 percent in the Mountain region. At least part of the industry's employment increase since 1962 resulted from expanded production in the motor vehicles and parts, machine tools, industrial machinery, and other industries within the metalworking sector that utilize castings. Moreover, many metal parts, formerly produced by competitive processes, such as forging, welding, and stamping, are being redesigned as castings.<sup>3</sup>

Type of Foundry. Establishments engaged primarily in manufacturing gray iron castings, except pipe and fittings, employed nearly half of the workers covered by the survey. Nearly three-tenths of the workers were in steel foundries, and the remainder were about equally distributed between malleable iron foundries and gray iron pipe and fittings foundries. In the latter group, nearly three-fifths of the workers were in establishments engaged in manufacturing pressure pipe and fittings; the remainder were in soil pipe and fittings foundries.

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<sup>1</sup> See appendix A for scope and method of survey. Earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> See Industry Wage Survey: Iron and Steel Foundries, November 1962, BLS Bulletin 1386 (1963).

<sup>3</sup> See Technological Trends in Major American Industries, BLS Bulletin 1474 (1966), p. 77.

Commercial foundries, i.e., those producing castings for sale to other firms on a job order basis, accounted for four-fifths of the workers in the industry. Foundries primarily producing castings for incorporation into final products of a parent company (captive foundries) were found mostly in the Great Lakes region.

**Location.** Slightly more than one-half of the production workers in the industry were employed in the Great Lakes region. The Southeast employed about one-tenth of the total and the Middle Atlantic region, about one-seventh. The Great Lakes region accounted for almost two-thirds of the workers in gray iron foundries, except pipe and fittings; about one-half of the workers in steel foundries; and about three-fourths of those in malleable iron foundries. On the other hand, slightly less than three-fifths of the workers in gray iron pipe and fittings foundries were in the Southeast region. The Middle Atlantic region accounted for one-fourth of the workers in steel foundries and for slightly more than one-tenth of those in each of the other three types of foundries.

Almost three-fourths of the production workers were employed in metropolitan areas<sup>4</sup> in November 1967. Regionally, the proportions varied from about one-half in the Middle West to all workers in the Pacific region. Metropolitan areas accounted for a large majority of the work force in each of the four types of foundries studied separately.

**Size of Establishment.** Establishments having 100 workers or more accounted for approximately seven-eighths of all production workers within scope of the study. The proportions were three-fifths in New England, four-fifths or slightly more in the Middle Atlantic, Mountain, and Border regions, and nearly nine-tenths in the Great Lakes, Southeast, Southwest, and Middle West. Three-fourths of the workers in gray iron foundries, except pipe and fittings, were in establishments having 100 employees or more, compared with more than nine-tenths in the three other types of foundries.

**Unionization.** Establishments having collective bargaining agreements covering a majority of their

production workers employed nearly seven-eighths of the workers in the industry. The following tabulation by type of foundry indicates the extent of unionization varied by geographic area:

Region	Percent of production workers in establishments having labor-management contracts covering a majority of these workers
Gray iron foundries, except pipe and fittings <sup>1</sup> -----	85-89
New England -----	60-64
Middle Atlantic -----	80-84
Southeast -----	55-59
Southwest -----	40-44
Great Lakes -----	90-94
Middle West -----	85-89
Pacific -----	80-84
Gray iron pipe and fittings foundries <sup>1</sup> -----	75-79
Middle Atlantic -----	95+
Southeast -----	75-79
Pacific -----	80-84
Malleable iron foundries <sup>1</sup> -----	95+
Middle Atlantic -----	95+
Great Lakes -----	95+
Steel foundries <sup>1</sup> -----	85-89
Middle Atlantic -----	85-89
Southeast -----	85-89
Southwest -----	55-59
Great Lakes -----	85-89
Middle West -----	95+
Pacific -----	90-94

<sup>1</sup> Includes data for regions in addition to those shown separately.

Major unions in the industry are the International Molders' and Allied Workers' Union of North America; United Steelworkers of America—both AFL-CIO affiliates; and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Ind.).

**Method of Wage Payment.** About three-fourths of the production workers were paid on a time-rated basis (table 38). Typically, these workers were paid according to formally established wage systems providing a single rate for specified job categories. Wage systems providing a range of rates for a given job applied to about one-fourth of the workers, and informal systems primarily determining pay according to the individual's qualifications, to 5 percent. Stint work, a plan whereby a fixed amount was paid for a predetermined amount of work regardless of the actual length of time required, was reported in very few of the foundries visited. Workers paid under such arrangements were considered time-rated for purposes of the survey.

<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through April 1967. See appendix A.

Incentive workers, most commonly paid individual piece rates, accounted for nearly one-fourth of the industry's labor force. In the Great Lakes and Middle Atlantic regions, about one-fourth of the workers were paid on this basis; and in the Southeast, the proportion was almost one-fifth. Occupations in which a substantial proportion of the workers (at least one-third) were paid under incentive plans included chippers and grinders, machine molders, metal pourers, and coremakers. The extent of incentive plans by type of foundry is presented in table 39.

#### Average Hourly Earnings

Straight-time earnings for the 185,236 production and related workers covered by the survey averaged \$2.94 an hour in November 1967 (table 2).<sup>5</sup> The average hourly wage for production workers was 18 percent above the average of \$2.50 recorded in a similar BLS survey in November 1962.<sup>6</sup> During the 5-year period, wage levels rose most in the Border States (21 percent) and least in the Mountain region (11 percent); these were the smallest regions in terms of industry employment. The rise in production-worker averages ranged 15 to 19 percent in each of the other regions studied separately.

Average hourly earnings of production workers in November 1967 ranged from \$3.14 in the Great Lakes region, where slightly more than half of the industry's employment was located, to \$2.23 in the Southwest. Workers in the Middle Atlantic and Southeast regions, together represent-

ing about one-fourth of the industry's work force, averaged \$2.83 and \$2.52, respectively. Averages in the other regions for which separate data are presented were: \$3.01 in the Pacific, \$2.85 in the Mountain, \$2.84 in the Middle West, \$2.60 in New England, and \$2.55 in the Border States.

Among the four types of foundries for which wage data are tabulated separately, average hourly earnings for production workers were \$3.12 in malleable iron foundries, \$2.96 in gray iron foundries, except pipe and fittings, \$2.92 in steel foundries, and \$2.68 in gray iron pipe and fittings foundries (table 1). The Southeast, a relatively low-paid region, accounted for almost three-fifths of the workers in gray iron pipe and fittings foundries. On the other hand, the Great Lakes region, which had the highest regional average for production workers, accounted for about half of the workers in steel foundries; almost two-thirds in gray iron foundries, except pipe and fittings; and about three-fourths in malleable iron foundries.

Earnings relationships among these four groups of foundries differed by region. In the Great Lakes region, for example, workers in gray iron foundries, except pipe and fittings, averaged 20 cents an hour more than those in steel foundries (\$3.19 compared with \$2.99); whereas in the Middle Atlantic region, the relationship was reversed (\$2.91 compared with \$2.72).

Average earnings for production workers, with few exceptions, were higher in metropolitan than in nonmetropolitan areas; higher in establishments having 100 employees or more than in smaller establishments; and higher in union than in non-union establishments. It must be emphasized that in a study such as this, it is not possible to isolate and measure the impact of any of these characteristics on wage levels. To illustrate their inter-relationship, establishments covered by union contracts accounted for seven-eighths of the workers in steel foundries in the Great Lakes region; the proportion in nonmetropolitan areas of this region, however, was three-fifths compared with more than nine-tenths in metropolitan areas. Moreover, other characteristics, such as method of wage payment, also have an important influence on wage levels.

Individual earnings of nearly all production workers covered by the survey were within a range

<sup>5</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3.15 in November 1967). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from that published in the monthly series (192,000 in November 1967) by the exclusion of establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified as iron and steel foundries but found to be in other industries at the time of the survey.

<sup>6</sup> Op. cit., BLS Bulletin 1386.

of \$1.60 to \$4.50 an hour. The middle half of the workers earned from \$2.47 to \$3.40. The comparatively wide spread of individual earnings also was noted among the four types of foundries studied separately, and within these groupings by region (tables 3-6). Among other factors, the wide range of worker skills required by the industry contributed to the wide dispersion of individual earnings.

#### Occupational Earnings

Separate information was obtained for 36 occupational classifications selected to represent wage levels for the various activities performed by production workers in the industry.<sup>7</sup> These jobs accounted for three-fifths of the production workers. Average hourly earnings for the jobs studied ranged from \$2.43 for material handling laborers to \$4.68 for metal patternmakers. Chippers and grinders, and machine molders, two numerically important jobs, averaged \$2.84 and \$3.43 an hour, respectively (table 7). Women accounted for a relatively small proportion of employment in 15 selected jobs in which they were found.

For jobs permitting comparisons among all regions, occupational averages were usually highest in the Great Lakes and lowest in the Southwest.

<sup>7</sup> Data also were obtained for a few office jobs and are presented in table 7.

The interregional spread in average earnings was generally greater for relatively low-paid occupations than for those where higher average earnings were recorded. Material handling laborers, for example, averaged 60 percent more in the Great Lakes region than in the Southwest; the corresponding spread was 36 percent for maintenance mechanics and 44 percent for wood patternmakers.

Occupational averages varied substantially by type of foundry (tables 8, 19, 26, and 31). Averages were usually highest in gray iron foundries, except pipe and fittings, or in malleable iron foundries and lowest in gray iron pipe and fittings foundries. There were also variations in occupational wage relationships among the different types of foundries. As indicated below, for example, machine molders averaged more than material handling laborers by 37 percent in both steel and gray iron foundries, except pipe and fittings, compared with 55 percent in gray iron pipe and fittings foundries.

Differences in occupational pay relationships by type of foundry were noted by region and in the few metropolitan areas where comparisons were possible. In the Great Lakes region, maintenance mechanics averaged 37 percent more than general foundry laborers in gray iron foundries, except pipe and fittings (\$2.78 compared to \$3.82 an hour), and 29 percent more in steel foundries (\$2.58 compared to \$3.32). Limiting the observations to

#### Relative pay levels for men in selected jobs

(Average hourly earnings for material handling laborers = 100)

	Gray iron foundries, except pipe and fittings	Gray iron pipe and fittings foundries	Malleable iron foundries	Steel foundries
All production workers -----	119	120	118	117
Chippers and grinders -----	111	109	116	121
Coremakers, hand -----	118	132	128	135
Inspectors, class C -----	112	116	99	115
Molders, floor -----	125	156	129	132
Molders, hand, bench -----	118	137	139	125
Molders, machine -----	137	155	136	137
Patternmakers, wood -----	150	149	131	157
Shakeout men -----	110	109	111	106

Chicago, the spread in average earnings for the two jobs amounted to 29 percent in gray iron foundries, except pipe and fittings, and 34 percent in steel foundries.

For the four types of foundries studied, occupational earnings data were tabulated by size of establishment (tables 10, 21, 28, and 33), by size of community (tables 9, 20, 27, and 32), by labor-management contract coverage (tables 11, 22, 29, and 34), and by method of wage payment (tables 12, 23, 30, and 35). Occupational average earnings were typically higher in establishments having 100 workers or more than in smaller foundries, and higher in metropolitan areas than in nonmetropolitan areas. Average earnings also were usually higher in establishments where a majority of the workers were covered by labor-management agreements than in foundries where none or a minority of the workers were covered by these contracts. For most occupations permitting comparisons, incentive-paid workers had higher average earnings than hourly rated workers in the same job.

Earnings of individuals varied considerably within the same job, type of foundry, and area. This was particularly apparent in jobs where substantial proportions of the workers were paid on an incentive basis. The tabulation below indicates a substantial overlap in individual earnings for machine molders and metal pourers in gray iron foundries, except pipe and fittings, in Chicago, despite a 73-cent-an-hour difference in their averages:

Earnings	Machine molders (men)	Metal pourers (men)
Under \$2.20-----	-	6
\$2.20 and under \$2.40-----	1	2
\$2.40 and under \$2.60-----	2	16
\$2.60 and under \$2.80-----	9	16
\$2.80 and under \$3.00-----	12	3
\$3.00 and under \$3.20-----	12	7
\$3.20 and under \$3.40-----	53	3
\$3.40 and under \$3.60-----	16	2
\$3.60 and under \$3.80-----	6	1
\$3.80 and under \$4.00-----	17	-
\$4.00 and over -----	31	3
Total -----	159	59
Average hourly earnings-----	\$3.49	\$2.76

### Establishment Practices and Supplementary Wage Provisions

Information also was obtained on work schedules, shift differentials, and selected supplementary benefits including paid holidays, paid vacations, retirement plans, life insurance, sick leave plans, sickness and accident insurance, and hospitalization, surgical, and medical benefits.

Scheduled Weekly Hours. Weekly work schedules of 40 hours were in effect in establishments employing more than nine-tenths of the production and office workers in November 1967 (table 40). Regionally, the proportions of production workers having these schedules ranged from about two-thirds in New England to virtually all in the Middle Atlantic, Southwest, and Pacific regions. In New England, nearly three-tenths were scheduled to work more than 40 hours.

Shift Differential Provisions and Practices. At least four-fifths of the workers were employed in foundries having provisions for wage differentials for late-shift work (table 41). The provisions differed considerably, but most commonly amounted to 8 cents, 10 cents, and 5 percent for the second shift; and 10 cents, 12 cents, and 10 percent for third or other late shifts. In gray iron foundries, except pipe and fittings, the most common second-shift differential provisions were 10 cents and 5 percent; in gray iron pipe and fittings foundries, 8 cents; in steel, 8 and 10 cents; and in malleable iron, 5 percent (table 42). The most prevalent third-shift differentials among the four types of foundries were 10 cents, 12 cents, and 10 percent.

At the time of the study, 21 percent of the workers were actually employed on second shifts, and 7 percent were on third or other late shifts (table 43).

Paid Holidays. Virtually all of the production workers were employed in foundries which provided paid holidays (table 44). Almost one-fourth of the employees received 7 days, and one-third received 8 days annually. Seven or eight full days were the most common provisions for most workers except those in the Great Lakes; workers in that region most commonly received 8 or 10 days. In general, paid holiday provisions for office workers

were similar to those for production workers. As shown in table 45, paid holiday provisions differed by type of foundry.

Paid Vacations. Nearly all establishments studied provided paid vacations after qualifying periods of service (table 46). Vacation plans providing 1 week's pay after 1 year of service, 2 weeks after 5 years, and 3 weeks after 15 years applied to a large majority of the production workers. Vacation pay for at least 4 weeks also was available to nearly three-tenths of the workers after 20 years and slightly more than two-fifths after 25 years. Differences in vacation provisions within the regions were noted by type of foundry (table 47). For example, in the Southwest region, establishments employing almost three-tenths of the workers in gray iron foundries, except pipe and fittings, were provided 3 weeks' vacation after 15 years' service, compared with nearly three-fifths in steel foundries; also in the Great Lakes region, a similar difference was found in the proportions of workers eligible for 4 weeks' vacation or more after 25 years of service.

Typical vacation provisions for office workers were 2 weeks pay after 1 year of service; at least 3 weeks after 10 years; and 4 weeks after 25 years.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to virtually all production workers (table 48). Sickness and accident insurance applied to nearly nine-tenths of the workers, and medical insurance and accidental death and dismemberment insurance were provided to approximately four-fifths. At least part of the cost of these benefits was financed by employers and, typically, they paid the total cost. Hospitalization, surgical, and medical plans usually covered dependents of employees.

The extent of life, hospitalization, and surgical insurance varied little by region and type of foundry, but significant variations were noted for the other benefits mentioned above. In the Middle Atlantic

and Great Lakes regions, for example, nearly all production workers in steel foundries were covered by sickness and accident insurance plans, compared to three-fifths of the workers in steel foundries in the Southwest; corresponding coverage in gray iron foundries, except pipe and fittings, were about four-fifths, slightly more than nine-tenths, and nearly half, respectively, in the three regions.

The proportions of office workers covered by health and insurance plans were generally similar to those of production workers. In addition, sick leave plans applied to almost one-half of the office workers but were rarely reported for production workers.

Retirement pension benefits, providing regular payments for the remainder of the retiree's life (other than Federal social security benefits), were provided by foundries employing about four-fifths of the production and office workers. In most of the nine regions studied, seven-tenths or more of the workers in each group were covered by these provisions. Retirement plans usually were financed wholly by employers.

Other Selected Benefits. Provisions for cost-of-living pay adjustments were reported in establishments employing nearly three-tenths of the plant workers (table 50). Unemployment benefits supplementing those provided under State unemployment insurance were available to one-third of the workers; jury duty pay applied to about three-fifths; and funeral leave pay to almost one-half. Provisions for technological severance pay, i.e., payments to employees permanently separated from the establishment through no fault of their own, applied to one-fourth of the workers. Except for funeral leave and jury duty pay, the proportions of office workers covered by these benefits were usually somewhat smaller than those of production workers. The proportions of workers in establishments providing these benefits varied considerably by regions and by type of foundry within regions (table 51).



**Table 1. Average Hourly Earnings: By Selected Characteristics—Iron and Steel Foundries—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers by selected characteristics, United States and selected regions,<sup>2</sup> November 1967)

Item	Steel foundries													
	United States <sup>3</sup>		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	51,994	\$2.92	12,831	\$2.91	1,603	\$2.50	2,442	\$2.35	26,969	\$2.99	1,926	\$3.20	3,932	\$3.10
Men -----	48,675	2.96	12,256	2.95	1,564	2.53	2,438	2.35	24,511	3.05	1,924	3.20	3,910	3.10
Women -----	3,319	2.29	575	2.15	-	-	-	-	2,458	2.37	-	-	-	-
Size of community:														
Metropolitan areas <sup>4</sup> -----	41,490	2.95	10,320	2.91	1,455	2.55	1,660	2.55	21,361	3.01	1,212	3.05	3,932	3.10
Nonmetropolitan areas -----	10,504	2.82	2,511	2.98	-	-	-	-	5,608	2.89	-	-	-	-
Size of establishment:														
20-99 workers -----	2,704	2.66	-	-	-	-	-	-	-	-	-	-	-	-
100 workers or more -----	49,290	2.94	12,561	2.92	1,554	2.51	2,340	2.37	25,862	3.00	1,926	3.20	3,375	3.10
Labor-management contracts:														
Establishments with—														
Majority of workers covered -----	44,154	2.99	11,163	2.98	1,378	2.54	1,437	2.49	23,332	3.02	1,926	3.20	3,608	3.11
None or minority of workers covered -----	7,840	2.55	-	-	-	-	1,005	2.16	3,637	2.76	-	-	-	-
Type of foundry: <sup>5</sup>														
Commercial -----	50,192	2.92	12,601	2.91	1,603	2.50	2,340	2.37	26,381	2.99	1,926	3.20	3,221	3.14
Captive -----	1,802	2.88	230	2.99	-	-	102	1.90	588	2.95	-	-	711	2.92

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> For definition of regions used in this and subsequent tables, see footnote 1 of table in appendix A.  
<sup>3</sup> Includes data for regions in addition to those shown separately.  
<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through April 1967.  
<sup>5</sup> For definitions of commercial and captive foundries, see appendix A.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 2. Earnings Distribution: Iron and Steel Foundries

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and regions, November 1967)

Average hourly earnings <sup>1</sup>	United States			New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	Total	Men	Women									
Under \$1.60 .....	0.8	0.7	2.6	0.5	0.5	0.6	3.5	6.0	0.1	0.1	-	0.1
\$1.60 and under \$1.70 .....	.8	.8	1.3	1.5	.1	.8	2.9	6.8	.1	1.7	0.2	.1
\$1.70 and under \$1.80 .....	1.1	1.0	3.4	3.5	.2	.6	2.7	9.9	.2	1.2	1.4	1.4
\$1.80 and under \$1.90 .....	1.6	1.6	2.4	2.5	.5	5.9	3.6	9.9	.6	.9	4.3	1.2
\$1.90 and under \$2.00 .....	1.7	1.6	4.3	3.8	1.1	5.2	4.2	10.9	.5	1.1	2.7	.4
\$2.00 and under \$2.10 .....	2.8	2.7	6.3	6.5	3.1	10.0	5.5	7.9	1.1	3.9	3.1	1.7
\$2.10 and under \$2.20 .....	3.1	3.0	7.2	9.4	3.5	6.8	7.4	8.8	1.4	2.2	1.4	.7
\$2.20 and under \$2.30 .....	3.8	3.7	6.8	9.3	5.7	10.2	4.4	5.7	2.4	4.5	3.5	1.5
\$2.30 and under \$2.40 .....	4.8	4.7	11.1	9.6	7.3	7.4	5.5	3.1	3.6	10.3	5.6	1.9
\$2.40 and under \$2.50 .....	6.3	5.8	24.6	8.2	7.7	6.0	10.6	4.1	5.2	12.1	4.7	1.8
\$2.50 and under \$2.60 .....	7.4	7.2	12.7	7.2	8.9	5.0	8.6	4.2	7.2	7.9	9.9	4.3
\$2.60 and under \$2.70 .....	6.6	6.6	5.9	5.9	9.0	5.2	6.2	3.3	6.3	6.7	7.6	6.7
\$2.70 and under \$2.80 .....	6.9	7.0	1.7	4.9	7.5	6.6	6.8	5.6	6.6	6.8	6.3	11.9
\$2.80 and under \$2.90 .....	6.5	6.6	1.5	4.9	8.8	5.4	3.9	3.3	6.6	5.6	9.6	7.5
\$2.90 and under \$3.00 .....	4.8	4.9	1.9	3.9	5.2	5.4	4.2	1.3	4.8	4.4	4.2	8.5
\$3.00 and under \$3.10 .....	5.1	5.2	1.7	2.2	6.0	3.6	4.1	1.3	5.0	4.7	5.5	12.7
\$3.10 and under \$3.20 .....	3.6	3.7	.5	.9	4.5	2.4	3.8	.8	3.6	3.4	5.2	6.9
\$3.20 and under \$3.30 .....	3.9	4.0	.6	2.1	3.1	1.7	2.4	.8	4.7	3.4	5.4	5.7
\$3.30 and under \$3.40 .....	3.6	3.7	.3	1.5	2.3	1.8	3.2	.7	4.5	2.0	1.9	6.3
\$3.40 and under \$3.50 .....	3.6	3.6	.5	1.4	2.7	1.7	2.2	.6	4.8	1.8	1.6	1.6
\$3.50 and under \$3.60 .....	7.3	7.5	.3	1.1	1.6	2.6	1.3	1.0	11.7	1.2	2.0	6.1
\$3.60 and under \$3.70 .....	3.9	3.9	.5	1.2	1.5	2.1	.8	.8	5.5	1.8	.8	6.2
\$3.70 and under \$3.80 .....	1.4	1.5	.3	.9	1.2	.6	.6	.4	1.8	1.2	2.0	1.8
\$3.80 and under \$3.90 .....	.9	1.0	( <sup>2</sup> )	1.0	1.3	.8	.3	.3	1.0	1.7	2.8	.4
\$3.90 and under \$4.00 .....	.9	.9	.5	.6	1.1	.4	.3	.2	1.0	1.6	1.4	.3
\$4.00 and under \$4.10 .....	.8	.8	.4	.6	1.1	.1	.3	.2	.8	.8	2.2	.4
\$4.10 and under \$4.20 .....	.5	.6	.1	.7	.7	.3	.1	.2	.6	1.1	.6	.3
\$4.20 and under \$4.30 .....	.5	.5	( <sup>2</sup> )	.5	.6	.1	.1	.2	.6	1.4	2.4	.3
\$4.30 and under \$4.40 .....	.5	.5	.2	.6	.3	.2	.1	.3	.7	.4	.4	( <sup>2</sup> )
\$4.40 and under \$4.50 .....	1.2	1.3	-	.6	.8	( <sup>2</sup> )	.1	( <sup>2</sup> )	2.0	.4	-	.1
\$4.50 and over .....	3.4	3.4	-	2.3	1.8	.3	.4	1.2	4.9	3.9	1.3	1.4
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers .....	185,236	180,623	4,613	5,852	28,453	5,558	19,980	7,556	102,638	5,634	1,390	8,175
Average hourly earnings <sup>1</sup> .....	\$2.94	\$2.95	\$2.37	\$2.60	\$2.83	\$2.55	\$2.52	\$2.23	\$3.14	\$2.84	\$2.85	\$3.01

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 3. Earnings Distribution: Gray Iron Foundries, Except Pipe and Fittings

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1967)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific
Under \$1.60.....	1.1	0.7	( <sup>3</sup> )	9.2	15.3	0.1	0.1	0.3
\$1.60 and under \$1.70.....	1.1	1.0	-	8.7	9.2	.1	2.8	.3
\$1.70 and under \$1.80.....	1.3	2.8	0.5	6.6	15.9	.3	2.0	1.1
\$1.80 and under \$1.90.....	1.9	1.8	1.3	9.2	4.3	1.0	1.5	.3
\$1.90 and under \$2.00.....	2.2	2.6	1.7	11.5	15.1	.6	1.7	.1
\$2.00 and under \$2.10.....	3.1	7.2	6.9	6.5	7.3	1.1	6.3	2.2
\$2.10 and under \$2.20.....	3.1	6.7	6.8	6.2	6.0	1.6	3.4	.5
\$2.20 and under \$2.30.....	4.3	10.7	8.1	5.5	4.3	2.9	6.5	.3
\$2.30 and under \$2.40.....	5.6	11.2	10.6	3.3	2.6	4.4	15.0	1.1
\$2.40 and under \$2.50.....	5.1	8.8	7.4	2.8	2.5	4.3	16.5	.9
\$2.50 and under \$2.60.....	5.9	7.9	6.6	3.1	2.8	6.1	7.7	4.9
\$2.60 and under \$2.70.....	5.8	6.1	9.3	4.8	2.5	5.4	4.3	10.6
\$2.70 and under \$2.80.....	5.8	6.2	7.3	4.9	7.3	5.0	4.0	17.3
\$2.80 and under \$2.90.....	5.5	4.7	7.9	2.4	.5	5.6	3.4	8.5
\$2.90 and under \$3.00.....	3.4	3.0	2.6	3.0	1.5	3.4	2.5	9.1
\$3.00 and under \$3.10.....	4.1	2.4	2.8	3.6	.6	4.3	4.1	11.1
\$3.10 and under \$3.20.....	2.9	.8	2.9	2.6	.3	3.1	3.0	3.7
\$3.20 and under \$3.30.....	3.6	3.0	1.6	1.3	.1	4.6	2.4	3.7
\$3.30 and under \$3.40.....	3.6	1.5	1.6	.9	.7	4.7	1.4	4.9
\$3.40 and under \$3.50.....	4.1	1.4	2.1	.6	.2	5.7	1.0	.9
\$3.50 and under \$3.60.....	10.0	1.4	1.5	.4	.3	14.7	1.1	4.8
\$3.60 and under \$3.70.....	5.0	1.4	1.4	.6	.4	6.8	1.0	6.9
\$3.70 and under \$3.80.....	1.7	.9	1.6	.6	-	2.1	.6	2.6
\$3.80 and under \$3.90.....	.7	.9	.7	.3	.2	.7	.8	.5
\$3.90 and under \$4.00.....	.9	.6	1.0	.3	-	1.0	1.2	.2
\$4.00 and under \$4.10.....	.7	.3	1.3	.4	-	.7	.5	.3
\$4.10 and under \$4.20.....	.5	.5	.5	.1	-	.5	.7	.2
\$4.20 and under \$4.30.....	.4	.5	.4	.1	.1	.5	1.7	.4
\$4.30 and under \$4.40.....	.6	.6	.4	.2	-	.8	.3	.1
\$4.40 and under \$4.50.....	1.7	.4	.6	.1	.1	2.5	.2	.1
\$4.50 and over.....	4.1	2.1	2.6	.3	-	5.6	2.1	2.0
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	90,317	3,314	10,506	6,508	1,868	57,827	3,483	2,993
Average hourly earnings <sup>1</sup> .....	\$2.96	\$2.61	\$2.72	\$2.23	\$2.01	\$3.19	\$2.65	\$3.00

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> Includes data for regions in addition to those shown separately.  
<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 4. Earnings Distribution: Gray Iron Pipe and Fittings Foundries

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1967)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	South-east	Pacific
Under \$1.60	0.3	-	0.5	-
\$1.60 and under \$1.70	.5	-	.1	-
\$1.70 and under \$1.80	1.8	-	( <sup>3</sup> )	6.4
\$1.80 and under \$1.90	3.3	-	.1	7.5
\$1.90 and under \$2.00	2.4	3.5	( <sup>3</sup> )	2.1
\$2.00 and under \$2.10	5.9	1.6	5.4	2.9
\$2.10 and under \$2.20	7.1	2.1	8.9	1.8
\$2.20 and under \$2.30	4.7	5.8	4.1	7.4
\$2.30 and under \$2.40	5.2	3.8	6.2	7.4
\$2.40 and under \$2.50	11.2	5.9	15.9	4.5
\$2.50 and under \$2.60	8.2	6.8	10.0	4.3
\$2.60 and under \$2.70	6.3	4.2	7.4	8.5
\$2.70 and under \$2.80	6.8	3.9	8.1	7.6
\$2.80 and under \$2.90	5.0	9.9	4.9	3.3
\$2.90 and under \$3.00	4.8	6.5	5.1	4.7
\$3.00 and under \$3.10	6.3	25.1	4.2	6.7
\$3.10 and under \$3.20	3.4	5.4	3.8	1.8
\$3.20 and under \$3.30	2.8	3.7	2.5	6.9
\$3.30 and under \$3.40	3.6	2.1	4.6	2.1
\$3.40 and under \$3.50	3.1	4.4	3.3	2.2
\$3.50 and under \$3.60	2.1	1.9	1.8	5.0
\$3.60 and under \$3.70	1.3	1.7	.9	1.4
\$3.70 and under \$3.80	.7	.3	.6	.9
\$3.80 and under \$3.90	.6	.3	.3	.7
\$3.90 and under \$4.00	.4	.3	.3	.4
\$4.00 and under \$4.10	.5	-	.2	.3
\$4.10 and under \$4.20	.3	.1	.1	.2
\$4.20 and under \$4.30	.3	( <sup>3</sup> )	.1	.2
\$4.30 and under \$4.40	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1
\$4.40 and under \$4.50	.1	.1	.1	.2
\$4.50 and over	1.1	.5	.5	2.5
Total	100.0	100.0	100.0	100.0
Number of workers	20,991	2,241	11,869	1,250
Average hourly earnings <sup>1</sup>	\$2.68	\$2.85	\$2.69	\$2.72

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 5. Earnings Distribution: Malleable Iron Foundries

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1967)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Great Lakes
Under \$1.60	( <sup>3</sup> )	-	( <sup>3</sup> )
\$1.60 and under \$1.70	0.1	-	( <sup>3</sup> )
\$1.70 and under \$1.80	.3	-	-
\$1.80 and under \$1.90	.7	-	( <sup>3</sup> )
\$1.90 and under \$2.00	.4	0.5	0.1
\$2.00 and under \$2.10	2.2	.5	2.0
\$2.10 and under \$2.20	2.9	1.7	1.9
\$2.20 and under \$2.30	3.9	6.0	2.7
\$2.30 and under \$2.40	4.2	8.5	3.2
\$2.40 and under \$2.50	5.2	10.7	4.0
\$2.50 and under \$2.60	7.8	14.3	6.9
\$2.60 and under \$2.70	6.2	8.1	6.2
\$2.70 and under \$2.80	6.6	8.1	6.3
\$2.80 and under \$2.90	4.8	7.9	4.6
\$2.90 and under \$3.00	3.8	5.0	3.7
\$3.00 and under \$3.10	4.1	4.9	4.2
\$3.10 and under \$3.20	3.3	6.2	3.2
\$3.20 and under \$3.30	3.1	5.1	3.1
\$3.30 and under \$3.40	3.6	2.4	4.0
\$3.40 and under \$3.50	3.0	1.8	3.3
\$3.50 and under \$3.60	12.8	.9	16.3
\$3.60 and under \$3.70	6.1	1.0	7.5
\$3.70 and under \$3.80	1.7	.9	2.0
\$3.80 and under \$3.90	1.5	1.0	1.5
\$3.90 and under \$4.00	1.0	.5	1.1
\$4.00 and under \$4.10	1.0	.6	1.0
\$4.10 and under \$4.20	.8	1.4	.6
\$4.20 and under \$4.30	.8	.3	1.0
\$4.30 and under \$4.40	1.0	.4	1.1
\$4.40 and under \$4.50	2.3	.6	2.8
\$4.50 and over	4.9	1.2	5.7
Total	100.0	100.0	100.0
Number of workers	21,934	2,875	16,823
Average hourly earnings <sup>1</sup>	\$3.12	\$2.82	\$3.23

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 6. Earnings Distribution: Steel Foundries

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1967)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific
	Total	Men	Women						
Under \$1.60	0.8	0.6	2.9	1.1	2.4	6.9	0.1	-	-
\$1.60 and under \$1.70	.7	.6	1.6	.3	.6	9.2	.1	-	-
\$1.70 and under \$1.80	.8	.6	3.0	.1	7.0	4.2	.2	-	-
\$1.80 and under \$1.90	.6	.5	2.6	.1	7.6	2.3	.2	-	-
\$1.90 and under \$2.00	1.1	.8	5.6	.3	5.7	8.8	.5	-	-
\$2.00 and under \$2.10	1.1	.8	6.2	.9	2.4	3.8	.7	-	1.0
\$2.10 and under \$2.20	1.6	1.3	6.1	1.3	1.6	11.8	.9	-	.5
\$2.20 and under \$2.30	2.3	1.9	8.0	3.7	1.9	6.2	1.4	-	.6
\$2.30 and under \$2.40	3.5	3.0	11.7	5.0	9.0	6.0	2.5	3.1	.8
\$2.40 and under \$2.50	6.9	5.3	30.0	7.7	4.0	3.8	7.8	5.5	1.7
\$2.50 and under \$2.60	9.3	8.9	16.2	9.9	20.5	3.9	10.0	6.3	3.7
\$2.60 and under \$2.70	8.2	8.5	3.2	9.8	3.3	5.3	8.4	11.3	3.2
\$2.70 and under \$2.80	8.9	9.5	.8	8.1	5.6	3.1	10.1	11.1	9.1
\$2.80 and under \$2.90	9.5	10.0	.7	9.5	2.4	7.6	10.2	9.7	8.0
\$2.90 and under \$3.00	7.7	8.2	.3	7.2	2.9	2.5	8.4	7.8	9.2
\$3.00 and under \$3.10	6.7	7.2	.2	5.6	5.1	2.4	6.7	5.3	15.8
\$3.10 and under \$3.20	5.2	5.5	.1	5.3	8.3	2.0	4.7	4.3	10.9
\$3.20 and under \$3.30	5.2	5.5	.2	3.9	5.8	2.4	5.9	4.2	6.9
\$3.30 and under \$3.40	3.7	4.0	.1	2.9	1.6	1.3	4.1	3.2	8.6
\$3.40 and under \$3.50	3.0	3.2	.1	3.0	.7	1.3	3.6	3.1	2.0
\$3.50 and under \$3.60	2.4	2.6	.3	1.9	.7	1.5	2.4	1.1	7.4
\$3.60 and under \$3.70	2.0	2.1	-	1.7	.2	1.2	1.6	3.5	7.1
\$3.70 and under \$3.80	1.1	1.2	-	1.1	.1	.7	1.1	2.3	1.4
\$3.80 and under \$3.90	1.3	1.4	-	2.1	.1	.3	1.0	3.3	.3
\$3.90 and under \$4.00	1.0	1.1	-	1.5	.1	.3	1.0	2.3	.5
\$4.00 and under \$4.10	.9	1.0	-	1.3	.2	.3	.9	1.3	.5
\$4.10 and under \$4.20	.7	.8	-	.7	-	.1	.8	1.9	.3
\$4.20 and under \$4.30	.6	.6	( <sup>3</sup> )	.9	-	.2	.6	1.0	.2
\$4.30 and under \$4.40	.3	.3	-	.3	.1	.2	.3	.6	-
\$4.40 and under \$4.50	.5	.5	-	1.0	.1	( <sup>3</sup> )	.4	.5	( <sup>3</sup> )
\$4.50 and over	2.4	2.5	-	1.6	-	.5	3.1	7.5	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	51,994	48,675	3,319	12,831	1,603	2,442	26,969	1,926	3,932
Average hourly earnings <sup>1</sup>	\$2.92	\$2.96	\$2.29	\$2.91	\$2.50	\$2.35	\$2.99	\$3.20	\$3.10

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 7. Occupational Earnings: Iron and Steel Foundries

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and regions, November 1967)

Occupation	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings																		
<b>Selected production occupations</b>																				
Carpenters, maintenance (all men) .....	492	\$3.10	20	\$2.84	84	\$2.99	46	\$2.95	66	\$2.97	8	\$2.62	236	\$3.23	11	\$2.89	-	-	18	\$3.28
Centrifugal-casting-machine operators, pipe (all men) .....	528	3.15	-	-	110	3.00	-	-	232	3.18	-	-	76	3.18	-	-	-	-	43	3.09
Metal molds .....	388	3.22	-	-	86	2.98	-	-	147	3.40	-	-	76	3.18	-	-	-	-	27	3.03
Sand-lined molds .....	140	2.96	-	-	24	3.09	-	-	85	2.81	-	-	-	-	-	-	-	-	16	3.20
Charging-machine operators (all men) .....	582	2.77	-	-	31	2.64	-	-	29	2.46	12	2.03	455	2.85	29	2.59	6	\$2.67	9	2.62
Chippers and grinders (18,698 men, 104 women) .....	18,802	2.84	668	2.48	3,326	2.84	1,018	2.28	1,388	2.23	821	2.02	9,550	3.09	733	2.75	124	2.57	1,174	2.84
Chippers (all men) .....	3,294	3.10	106	2.52	664	3.08	55	2.62	88	2.30	92	2.03	1,857	3.24	137	3.47	-	-	284	2.97
Grinders (6,606 men, 80 women) .....	6,686	2.87	202	2.70	945	2.80	382	2.29	531	2.28	234	2.17	3,705	3.09	230	3.04	17	2.33	440	2.79
Chippers and grinders (8,798 men, 24 women) .....	8,822	2.72	360	2.35	1,717	2.78	581	2.24	769	2.20	495	1.95	3,988	3.03	366	2.30	96	2.61	450	2.81
Core assemblers and finishers .....	3,633	3.06	106	2.33	299	2.77	35	2.16	46	2.59	109	2.14	2,783	3.22	166	2.29	8	2.92	81	3.21
Men .....	3,320	3.10	100	2.34	229	2.92	35	2.16	46	2.59	106	2.14	2,572	3.25	155	2.31	8	2.92	69	3.30
Women .....	313	2.66	-	-	-	-	-	-	-	-	-	-	211	2.85	-	-	-	-	-	-
Coremakers, hand (4,256 men, 47 women) .....	4,303	3.09	206	3.00	829	3.03	227	2.55	398	2.67	277	2.69	1,767	3.26	202	3.33	49	3.06	348	3.38
Bench (1,957 men, 33 women) .....	1,990	3.11	110	2.99	364	3.07	152	2.56	119	2.86	161	2.74	855	3.31	65	3.23	13	2.81	151	3.36
Floor (992 men, 4 women) .....	996	3.05	59	3.08	192	3.19	44	2.54	138	2.36	37	2.49	425	3.25	31	3.09	20	3.23	50	3.33
Bench and floor (1,307 men, 10 women) .....	1,317	3.07	37	2.88	273	2.85	31	2.47	141	2.82	79	2.70	487	3.20	106	3.46	-	-	147	3.42
Coremakers, machine <sup>2</sup> (3,005 men, 89 women) .....	3,094	3.17	66	2.98	409	3.21	85	2.59	198	2.60	129	2.24	1,971	3.32	109	3.04	21	2.99	106	3.21
Core-blowing machine (2,339 men, 52 women) .....	2,391	3.19	47	2.82	179	3.17	-	-	104	2.72	111	2.14	1,718	3.32	71	3.41	12	2.80	88	3.13
Turn-over-draw machine (359 men, 37 women) .....	396	2.99	19	3.38	109	2.84	17	2.68	35	2.09	-	-	152	3.37	-	-	-	-	14	3.55
Crane operators, electric bridge (3,346 men, 3 women) .....	3,349	2.94	54	2.47	952	2.92	103	2.62	283	2.79	138	2.49	1,500	3.04	128	3.06	35	3.03	156	3.10
Under 20 tons (2,292 men, 3 women) .....	2,295	2.93	47	2.41	505	2.82	90	2.60	234	2.82	116	2.53	1,030	3.06	91	3.03	30	3.07	152	3.10
20 tons and over (all men) .....	1,054	2.99	-	-	447	3.04	-	-	49	2.65	-	-	470	3.00	-	-	-	-	-	-
Cupola tenders (all men) .....	1,221	2.68	69	2.57	158	2.62	51	2.16	135	2.15	45	2.04	628	2.89	72	2.64	13	2.67	50	2.95
Electricians, maintenance (all men) .....	1,701	3.58	17	3.25	235	3.25	-	-	199	3.26	52	2.72	1,073	3.77	47	3.43	-	-	33	3.57
Furnace tenders (all men) .....	981	3.10	25	2.48	218	2.96	19	2.65	74	2.79	43	2.89	447	3.26	38	3.00	17	3.05	100	3.28
Electric (all men) .....	836	3.13	14	2.74	196	2.92	19	2.65	40	3.01	43	2.89	377	3.29	32	3.03	17	3.05	98	3.28
Open-hearth (all men) .....	145	2.91	-	-	22	3.32	-	-	-	-	-	-	70	3.08	-	-	-	-	-	-
Furnace tender's helpers (all men) .....	585	2.75	20	2.41	120	2.76	-	-	31	2.04	37	2.13	282	2.91	29	3.06	11	2.51	49	2.89
Helpers, maintenance trades (all men) .....	670	2.61	14	2.22	112	2.73	51	2.14	74	2.37	24	1.91	346	2.74	12	2.55	-	-	34	2.71
Inspectors, class A (714 men, 5 women) .....	719	3.13	13	2.81	92	3.31	23	2.72	72	2.91	20	3.23	454	3.12	-	-	-	-	35	3.47
Inspectors, class B .....	2,023	2.97	15	2.53	276	2.89	-	-	137	2.81	12	2.22	1,502	3.00	21	3.49	-	-	28	3.19
Men .....	1,791	3.04	13	2.53	270	2.90	-	-	137	2.81	12	2.22	1,278	3.10	21	3.49	-	-	28	3.19
Women .....	232	2.44	-	-	-	-	-	-	-	-	-	-	224	2.43	-	-	-	-	-	-
Inspectors, class C .....	2,828	2.68	112	2.09	270	2.47	49	2.28	236	2.49	97	2.14	1,910	2.81	81	2.63	-	-	72	2.78
Men .....	2,358	2.74	72	2.14	254	2.48	49	2.28	236	2.49	97	2.14	1,496	2.91	81	2.63	-	-	72	2.78
Women .....	470	2.40	40	1.99	-	-	-	-	-	-	-	-	414	2.44	-	-	-	-	-	-
Laborers, general foundry (14,095 men, 94 women) .....	14,189	2.48	447	2.19	2,285	2.38	441	2.61	1,258	2.06	791	1.74	7,614	2.70	447	2.35	63	2.05	843	2.46
Laborers, material handling (2,265 men, 4 women) .....	2,269	2.43	41	2.30	216	2.27	41	2.09	745	2.15	90	1.72	973	2.75	77	2.46	15	2.21	71	2.59

See footnotes at end of table.

Table 7. Occupational Earnings: Iron and Steel Foundries—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and regions, November 1967)

Occupation	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings																		
<b>Selected production occupations—Continued</b>																				
Machinists, maintenance (all men) -----	763	\$3.29	12	\$2.87	109	\$3.36	-	-	226	\$3.12	57	\$2.70	262	\$3.51	21	\$3.45	16	\$3.79	10	\$3.44
Mechanics, maintenance (all men) -----	3,729	3.33	30	2.82	459	3.10	81	\$2.87	499	3.05	170	2.61	2,139	3.54	152	3.13	19	3.23	180	3.39
Molders, floor (all men) -----	4,965	3.19	286	3.24	1,187	3.14	224	2.61	519	2.89	204	2.85	1,932	3.33	169	3.33	67	3.10	377	3.52
Molders, hand, bench (all men) -----	1,254	3.02	113	3.18	352	2.72	64	3.23	176	2.86	25	2.83	431	3.16	12	3.59	-	-	68	3.53
Molders, machine (all men) -----	11,635	3.43	621	3.51	1,777	3.37	138	3.07	938	2.96	430	2.91	6,539	3.52	593	3.55	53	3.22	546	3.58
Molders, pipe (drop-pattern machine) (all men) -----	251	2.60	-	-	-	-	-	-	232	2.55	-	-	-	-	-	-	-	-	-	-
Patternmakers, metal (all men) -----	1,006	4.68	15	3.00	64	3.52	-	-	41	3.07	-	-	817	4.96	9	3.30	-	-	-	-
Patternmakers, wood (all men) -----	1,127	3.75	33	3.27	302	3.43	47	3.36	125	3.19	55	2.98	449	4.30	49	3.40	24	3.49	43	4.25
Pourers, metal (all men) -----	3,968	2.92	97	2.52	451	2.78	126	2.31	424	2.40	155	2.10	2,387	3.16	114	2.57	17	3.03	197	2.86
Repairmen, wood patterns (all men) -----	618	3.19	12	2.81	118	2.84	-	-	31	2.47	38	2.43	365	3.49	26	2.81	-	-	19	3.42
Sand mixers (2,448 men, 7 women) -----	2,455	2.67	74	2.40	370	2.59	57	2.32	267	2.27	121	2.18	1,283	2.82	91	2.65	17	2.67	175	2.92
Sand- or shot-blast operators (all men) -----	1,394	2.81	31	2.43	220	2.76	39	2.37	66	2.40	53	2.10	832	2.93	46	2.59	7	2.66	100	2.99
Sand-slinger operators (490 men, 3 women) -----	493	3.23	10	3.13	103	3.23	12	2.41	50	2.86	17	2.95	235	3.40	-	-	14	2.76	23	3.18
Shakeout men -----	6,137	2.72	237	2.26	725	2.51	152	2.14	474	2.18	286	1.91	3,645	2.96	246	2.61	54	2.33	318	2.74
Shell-mold- and/or shell-core-machine operators (2,024 men, 42 women) -----	2,066	3.08	50	3.03	195	2.66	65	2.57	179	2.57	79	2.32	1,275	3.34	44	2.63	-	-	171	2.83
Truckers, power (3,545 men, 8 women) -----	3,553	2.67	62	2.40	338	2.58	94	2.20	476	2.37	198	2.00	2,093	2.84	114	2.67	22	2.71	156	2.79
Forklift (2,699 men, 8 women) -----	2,707	2.70	29	2.52	263	2.58	77	2.24	302	2.38	157	2.03	1,659	2.86	64	2.79	21	2.72	135	2.77
Other than forklift (all men) -----	846	2.58	33	2.29	75	2.58	17	2.02	174	2.36	41	1.88	434	2.77	50	2.52	-	-	21	2.90
Tumbler operators (all men) -----	476	2.66	7	2.36	80	2.64	16	2.25	98	2.13	8	1.90	207	2.92	22	2.94	7	3.19	31	2.73
Welders, hand <sup>3</sup> (3,151 men, 6 women) -----	3,157	3.24	37	3.00	739	3.16	45	2.99	155	2.86	136	2.80	1,737	3.33	81	3.30	22	3.03	205	3.41
Assembling (all men) -----	562	3.43	-	-	164	2.94	-	-	33	2.78	-	-	320	3.75	-	-	-	-	36	3.60
Repairing (2,125 men, 6 women) -----	2,131	3.19	34	3.01	403	3.13	38	2.97	68	2.83	117	2.78	1,325	3.25	51	3.62	19	3.07	76	3.51
<b>Selected office occupations</b>																				
Clerks, order -----	170	2.30	-	-	28	2.39	9	2.20	13	2.48	10	2.36	96	2.25	10	2.29	-	-	-	-
Women -----	132	2.16	-	-	19	2.15	7	2.13	-	-	-	-	87	2.17	6	2.04	-	-	-	-
Clerks, payroll -----	601	2.44	20	2.20	102	2.46	25	2.46	69	2.34	19	2.11	318	2.48	30	2.38	-	-	14	2.65
Men -----	206	2.76	-	-	34	2.71	-	-	20	2.73	-	-	118	2.83	-	-	-	-	-	-
Women -----	395	2.27	19	2.17	68	2.34	-	-	49	2.17	15	2.07	200	2.27	26	2.30	-	-	13	2.65
Secretaries (505 women, 3 men) -----	508	2.88	-	-	99	2.74	10	2.69	53	2.65	38	2.46	272	3.05	15	3.17	-	-	9	3.04
Stenographers, general (394 women, 9 men) -----	403	2.31	-	-	46	2.30	19	2.16	75	2.30	17	1.86	211	2.31	20	2.83	-	-	-	-
Typists, class A (152 women, 11 men) -----	163	2.30	-	-	36	2.18	-	-	-	-	-	-	106	2.36	-	-	-	-	-	-
Typists, class B (188 women, 1 man) -----	189	1.98	-	-	39	1.85	7	2.02	27	1.98	6	1.71	96	2.05	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for types of machines in addition to those shown separately.<sup>3</sup> Includes data for workers, not shown separately, who perform a combination of assembling and repairing of castings by welding.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 8. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				New England				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
<b>Men</b>																
Carpenters, maintenance	187	\$3.11	\$2.96	\$2.76-\$3.22	16	\$2.87	\$2.68	\$2.50-\$3.00	17	\$2.84	\$2.85	\$2.62-\$3.03	8	\$2.70	-	-
Charging-machine operators	443	2.78	2.57	2.27- 3.07	-	-	-	8	2.43	-	-	-	-	-	-	
Chippers and grinders	9,916	2.75	2.65	2.24- 3.32	453	2.37	2.29	2.07- 2.56	1,266	2.55	2.35	2.18- 2.68	514	1.95	\$1.93	\$1.72-\$2.12
Chippers	1,205	3.02	2.82	2.42- 3.56	27	2.37	2.39	2.35- 2.40	153	2.50	2.35	2.27- 2.42	-	-	-	-
Grinders	3,248	2.85	2.73	2.30- 3.46	133	2.48	2.56	2.15- 2.85	219	2.47	2.38	2.16- 2.63	158	1.82	1.80	1.70- 1.93
Chippers and grinders	5,463	2.64	2.53	2.16- 3.01	293	2.31	2.25	2.07- 2.42	894	2.58	2.36	2.10- 2.72	336	2.01	2.00	1.75- 2.24
Core assemblers and finishers	2,616	3.17	3.46	2.59- 3.50	71	2.37	2.36	2.16- 2.61	94	2.49	2.22	2.03- 2.60	15	2.54	2.69	2.32- 2.73
Coremakers, hand	2,430	2.93	2.89	2.52- 3.28	158	2.86	2.76	2.60- 2.92	450	2.91	2.83	2.59- 2.94	204	2.43	2.29	1.85- 3.00
Bench	1,054	2.91	2.79	2.47- 3.28	81	2.86	2.74	2.60- 2.80	177	2.96	2.72	2.65- 3.00	23	2.41	2.25	1.50- 3.28
Floor	637	2.91	2.96	2.69- 3.16	49	2.84	2.76	2.69- 2.92	91	3.02	2.89	2.81- 2.89	95	2.33	2.12	1.95- 2.66
Bench and floor	739	2.97	3.00	2.75- 3.28	28	2.89	2.80	2.31- 3.63	182	2.80	2.83	2.27- 2.90	86	2.55	2.89	2.10- 3.00
Coremakers, machine <sup>4</sup>	1,838	3.13	3.21	2.67- 3.56	51	2.98	2.81	2.37- 3.25	107	2.66	2.71	2.18- 2.84	74	2.14	1.91	1.75- 2.15
Core-blowing machine	1,498	3.17	3.33	2.67- 3.56	32	2.74	2.53	2.35- 2.81	47	2.51	2.38	2.12- 2.83	39	2.36	2.03	1.75- 2.92
Turn-over-draw machine	230	2.92	2.92	2.38- 3.50	19	3.39	3.25	2.92- 3.25	51	2.70	2.71	2.62- 2.71	-	-	-	-
Crane operators, electric bridge	1,197	2.98	2.80	2.66- 3.10	41	2.49	2.45	2.42- 2.52	311	3.04	2.78	2.55- 3.07	34	2.65	2.75	2.56- 2.82
Under 20 tons	674	2.92	2.79	2.61- 3.18	34	2.50	2.45	2.42- 2.58	66	2.53	2.50	2.41- 2.62	28	2.73	2.76	2.75- 2.85
20 tons and over	523	3.05	2.80	2.69- 3.04	-	-	-	-	245	3.18	2.89	2.62- 3.29	-	-	-	-
Cupola tenders	1,042	2.66	2.63	2.35- 2.93	61	2.56	2.59	2.36- 2.78	142	2.63	2.64	2.35- 2.75	103	2.02	2.02	1.65- 2.30
Electricians, maintenance	751	3.93	4.41	3.23- 4.61	-	-	-	-	58	3.26	3.73	3.07- 3.58	-	-	-	-
Furnace tenders <sup>5</sup>	222	2.81	2.85	2.57- 3.11	13	2.23	-	-	49	2.36	2.38	2.00- 2.70	-	-	-	-
Electric	191	2.86	2.87	2.64- 3.15	-	-	-	-	49	2.36	2.38	2.00- 2.70	-	-	-	-
Helpers, maintenance trades	200	2.50	2.52	2.08- 2.79	14	2.22	-	-	28	2.73	2.75	2.65- 2.84	-	-	-	-
Inspectors, class A	112	3.46	3.18	2.81- 4.29	-	-	-	-	16	3.49	3.71	3.13- 3.74	-	-	-	-
Inspectors, class B	930	3.13	3.03	2.94- 3.46	-	-	-	-	20	2.61	2.60	2.60- 2.67	-	-	-	-
Inspectors, class C	1,351	2.77	2.61	2.34- 3.44	64	2.09	2.08	1.88- 2.30	95	2.20	2.10	2.05- 2.37	98	2.26	2.18	1.95- 2.79
Laborers, general foundry	8,248	2.54	2.46	2.20- 2.79	240	2.20	2.26	2.08- 2.32	1,053	2.23	2.21	2.15- 2.35	573	1.82	1.84	1.55- 2.07
Laborers, material handling	958	2.48	2.40	2.07- 2.87	28	2.22	2.29	2.03- 2.34	66	2.16	2.05	2.03- 2.26	286	1.98	1.85	1.80- 2.39
Machinists, maintenance	201	3.30	3.27	3.00- 3.48	-	-	-	-	20	3.28	3.22	3.07- 3.61	16	2.75	2.80	2.45- 3.07
Mechanics, maintenance	1,445	3.59	3.27	3.01- 4.56	18	2.79	2.63	2.63- 3.00	110	3.15	3.18	3.04- 3.50	102	2.76	2.81	2.58- 3.05
Molders, floor	2,897	3.11	3.09	2.79- 3.33	245	3.27	2.99	2.84- 3.52	710	3.08	2.89	2.75- 3.36	283	2.64	2.96	2.00- 3.15
Molders, hand, bench	840	2.93	2.77	2.70- 3.18	90	3.26	2.86	2.79- 3.38	310	2.69	2.70	2.65- 2.70	74	2.59	3.00	1.85- 3.04
Molders, machine	7,351	3.39	3.43	3.90- 3.75	354	3.34	3.27	2.79- 3.78	922	3.45	3.42	2.83- 3.98	540	2.85	2.86	2.28- 3.28
Patternmakers, metal	706	4.97	5.22	5.19- 5.22	-	-	-	-	12	3.21	-	-	-	-	-	-
Patternmakers, wood	546	3.73	3.60	3.00- 4.35	25	3.29	3.25	3.09- 3.80	142	3.17	3.00	2.80- 3.42	46	2.89	2.91	2.51- 3.27
Pourers, metal	2,268	2.91	2.81	2.52- 3.48	62	2.55	2.56	2.45- 2.65	122	2.61	2.60	2.51- 2.80	203	2.08	1.90	1.70- 2.74
Repairmen, wood patterns	332	3.35	3.16	2.55- 4.52	-	-	-	-	50	2.52	2.46	2.46- 2.55	21	2.34	2.20	2.14- 2.57
Sand mixers	1,466	2.65	2.59	2.33- 2.88	62	2.40	2.37	2.30- 2.43	190	2.51	2.39	2.03- 2.63	130	2.00	1.97	1.75- 2.08
Sand- or shot-blast operators	722	2.71	2.64	2.42- 2.90	24	2.41	2.39	2.35- 2.40	87	2.47	2.47	2.24- 2.65	21	2.37	2.69	2.18- 2.69
Sand-slinger operators	217	3.25	3.08	2.75- 3.56	7	3.51	-	-	47	3.27	3.05	2.65- 3.80	-	-	-	-
Shakeout men	4,627	2.74	2.61	2.24- 3.50	210	2.27	2.34	2.07- 2.42	458	2.42	2.33	2.16- 2.43	286	2.07	1.97	1.80- 2.24
Shell-mold- and/or shell-core-machine operators	1,341	3.18	3.45	2.65- 3.62	-	-	-	-	84	2.52	2.29	2.23- 2.63	61	2.28	2.03	1.70- 2.82
Truckers, power	1,721	2.77	2.71	2.41- 3.21	43	2.30	2.31	2.21- 2.42	101	2.45	2.52	2.33- 2.60	105	2.19	1.97	1.90- 2.64
Forklift	1,278	2.82	2.77	2.44- 3.50	16	2.41	2.39	2.24- 2.66	73	2.42	2.52	2.27- 2.55	50	2.17	2.14	1.97- 2.64
Other than forklift	443	2.63	2.61	2.34- 2.81	27	2.23	2.38	2.16- 2.31	28	2.53	2.64	2.46- 2.75	55	2.20	1.90	1.90- 2.64
Tumbler operators	254	2.43	2.39	2.09- 2.56	-	-	-	-	30	2.48	2.50	2.40- 2.50	71	2.01	2.09	1.90- 2.09
Welders, hand <sup>6</sup>	634	3.35	3.62	3.01- 3.74	7	2.86	-	-	49	2.87	2.76	2.71- 3.05	22	2.26	2.10	2.03- 2.50
Assembling	188	3.52	3.64	3.62- 3.64	-	-	-	-	-	-	-	-	-	-	-	-
Repairing	396	3.34	3.37	3.00- 3.74	6	2.85	-	-	40	2.90	2.77	2.71- 3.15	-	-	-	-
<b>Women</b>																
Core assemblers and finishers	183	2.84	2.81	2.16- 3.27	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class C	209	2.45	2.47	2.34- 2.47	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 8. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—All Establishments—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, November 1967)

Occupation	Southwest				Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
<b>Men</b>																
Carpenters, maintenance	-	-	-	-	99	\$3.38	\$3.10	\$2.96-\$4.09	8	\$2.69	-	-	-	-	-	
Charging-machine operators	10	\$2.01	-	-	379	2.85	2.67	2.28-3.15	22	2.48	\$2.50	\$2.43-\$2.50	-	-		
Chippers and grinders	257	1.86	\$1.80	\$1.70-\$2.03	5,763	3.04	2.96	2.55-3.52	499	2.40	2.38	2.05-2.50	428	\$2.75	\$2.78	\$2.69-\$3.01
Chippers	-	-	-	-	888	3.18	3.27	2.67-3.61	34	2.64	2.44	2.44-3.09	67	2.93	3.01	2.85-3.01
Grinders	-	-	-	-	2,196	3.07	3.29	2.50-3.50	145	2.68	2.44	2.40-2.84	162	2.72	2.74	2.69-2.94
Chippers and grinders	257	1.86	1.80	1.70-2.03	2,679	2.97	2.85	2.63-3.56	320	2.25	2.19	1.90-2.50	199	2.71	2.78	2.71-3.01
Core assemblers and finishers	29	1.98	1.98	1.68-2.34	2,231	3.31	3.50	2.84-3.50	145	2.29	2.38	2.00-2.47	18	3.60	3.64	3.64-3.72
Coremakers, hand	84	2.30	2.38	1.95-2.72	1,044	3.10	3.10	2.78-3.33	105	3.02	2.88	2.59-3.03	170	3.39	3.32	3.25-3.64
Bench	31	2.35	2.25	2.04-2.64	486	2.99	3.03	2.62-3.33	49	3.17	3.03	2.52-3.50	71	3.35	3.32	3.00-3.64
Floor	14	2.49	-	-	284	3.13	3.09	2.98-3.33	25	2.75	2.78	2.59-2.88	33	3.30	3.31	3.25-3.32
Bench and floor	39	2.20	2.30	1.60-2.75	274	3.26	3.18	3.00-3.49	31	3.01	3.02	2.75-3.02	66	3.47	3.58	3.25-3.58
Coremakers, machine <sup>4</sup>	23	2.28	2.39	1.80-2.75	1,382	3.28	3.40	2.90-3.56	86	2.87	2.56	2.29-3.49	50	3.23	3.49	2.69-3.64
Core-blowing machine	21	2.32	2.41	1.80-2.77	1,214	3.28	3.41	2.85-3.56	49	3.30	3.20	2.56-3.71	42	3.16	3.32	2.69-3.64
Turn-over-draw machine	-	-	-	-	92	3.36	3.35	3.01-3.72	-	-	-	-	8	3.60	-	-
Crane operators, electric bridge	16	2.28	2.48	1.87-2.55	681	3.06	2.90	2.74-3.32	30	2.53	2.52	2.45-2.57	31	3.72	3.06	2.90-3.08
Under 20 tons	16	2.28	2.48	1.87-2.55	433	3.11	2.95	2.74-3.54	28	2.51	2.51	2.44-2.57	29	3.02	3.06	2.90-3.09
20 tons and over	-	-	-	-	248	2.99	2.80	2.75-2.91	-	-	-	-	-	-	-	-
Cupola tenders	36	1.99	1.92	1.60-2.25	533	2.88	2.77	2.54-3.07	72	2.64	2.57	2.45-2.75	38	3.00	3.06	2.97-3.15
Electricians, maintenance	-	-	-	-	608	4.10	4.56	3.34-4.61	10	3.07	-	-	6	3.49	-	-
Furnace tenders <sup>5</sup>	-	-	-	-	104	3.08	2.97	2.73-3.39	-	-	-	-	26	3.11	3.11	3.06-3.19
Electric	-	-	-	-	87	3.16	3.00	2.87-3.55	-	-	-	-	24	3.10	3.11	3.06-3.20
Helpers, maintenance trades	15	1.88	1.76	1.71-1.76	77	2.78	2.71	2.42-2.94	9	2.40	-	-	18	2.73	2.79	2.79-2.90
Inspectors, class A	-	-	-	-	69	3.69	3.22	3.06-4.55	-	-	-	-	7	3.46	-	-
Inspectors, class B	-	-	-	-	866	3.17	3.03	2.94-3.46	-	-	-	-	-	-	-	-
Inspectors, class C	-	-	-	-	982	2.96	2.84	2.50-3.50	55	2.54	2.49	2.40-2.59	15	2.92	2.88	2.88-2.99
Laborers, general foundry	238	1.71	1.70	1.50-1.95	5,012	2.78	2.66	2.40-3.24	375	2.30	2.40	2.24-2.40	442	2.64	2.75	2.59-2.79
Laborers, material handling	9	1.70	-	-	478	2.86	2.87	2.59-3.11	34	2.41	2.38	2.38-2.48	28	2.80	2.79	2.79-2.81
Machinists, maintenance	14	2.74	-	-	94	3.52	3.27	3.23-3.76	-	-	-	-	-	-	-	-
Mechanics, maintenance	27	2.45	2.49	2.25-2.61	1,064	3.82	3.65	3.10-4.61	65	2.85	2.92	2.57-3.02	33	3.39	3.38	3.20-3.64
Molders, floor	98	2.59	2.64	2.25-2.75	1,125	3.30	3.25	3.08-3.33	58	3.38	3.30	2.88-3.67	161	3.45	3.58	3.28-3.64
Molders, hand, bench	-	-	-	-	266	3.09	3.00	2.83-3.28	11	3.64	-	-	33	3.61	3.64	3.58-3.64
Molders, machine	208	2.32	2.25	1.90-2.72	4,473	3.47	3.56	3.09-3.75	490	3.50	3.30	2.87-4.10	246	3.71	3.58	3.26-3.76
Patternmakers, metal	-	-	-	-	642	5.13	5.22	5.22-5.22	6	3.17	-	-	-	-	-	-
Patternmakers, wood	25	2.94	2.82	2.65-3.36	226	4.42	4.43	3.88-5.22	20	3.45	3.40	3.12-3.75	23	4.33	4.58	3.71-4.83
Pourers, metal	30	2.00	1.78	1.76-2.37	1,575	3.14	3.03	2.71-3.62	83	2.43	2.46	2.34-2.48	99	2.89	2.82	2.75-3.06
Repairmen, wood patterns	-	-	-	-	216	3.74	3.53	3.10-4.57	23	2.74	2.79	2.49-2.95	8	3.54	-	-
Sand mixers	37	2.09	2.03	1.72-2.45	875	2.83	2.73	2.47-3.09	59	2.51	2.48	2.40-2.64	76	2.85	2.82	2.75-2.94
Sand- or shot-blast operators	18	1.93	1.83	1.72-2.15	483	2.85	2.74	2.50-3.09	33	2.41	2.43	2.18-2.45	35	2.89	2.85	2.79-2.94
Sand-slinger operators	-	-	-	-	128	3.43	3.25	2.94-3.56	-	-	-	-	8	3.26	-	-
Shakeout men	162	1.79	1.76	1.50-1.98	2,943	2.99	2.96	2.53-3.56	215	2.57	2.44	2.28-2.50	195	2.76	2.81	2.61-2.92
Shell-mold- and/or shell-core-machine operators	19	2.29	2.35	2.08-2.67	1,015	3.36	3.62	3.00-3.62	35	2.76	2.78	2.32-3.18	55	3.00	2.85	2.69-3.58
Truckers, power	40	1.76	1.76	1.60-1.87	1,259	2.94	2.84	2.54-3.50	57	2.41	2.43	2.40-2.50	53	2.81	2.79	2.71-2.86
Forklift	29	1.81	1.76	1.76-2.00	988	2.95	2.89	2.56-3.50	26	2.42	2.43	2.40-2.45	47	2.81	2.79	2.70-2.88
Other than forklift	-	-	-	-	271	2.87	2.79	2.49-3.44	31	2.40	2.43	2.38-2.62	-	-	-	-
Tumbler operators	-	-	-	-	105	2.66	2.44	1.96-2.76	13	2.52	-	-	16	2.80	2.79	2.67-2.85
Welders, hand <sup>6</sup>	18	2.25	2.25	1.93-2.50	495	3.52	3.64	3.33-3.74	12	3.05	-	-	18	3.24	3.14	3.01-3.58
Assembling	-	-	-	-	170	3.64	3.64	3.62-3.64	-	-	-	-	-	-	-	-
Repairing	8	2.39	-	-	301	3.50	3.74	3.18-3.74	6	3.41	-	-	16	3.19	3.12	3.01-3.33
<b>Women</b>																
Core assemblers and finishers	-	-	-	-	167	2.92	2.92	2.16-3.31	-	-	-	-	-	-	-	-
Inspectors, class C	-	-	-	-	197	2.49	2.47	2.34-2.47	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> Includes data for regions in addition to those shown separately.  
<sup>3</sup> See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers.  
<sup>4</sup> Includes data for types of machines in addition to those shown separately.  
<sup>5</sup> Includes data for open-hearth furnaces not shown separately.  
<sup>6</sup> Includes data for workers, not shown separately, who perform a combination of assembling and repairing of castings by welding.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 9. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—By Community Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				New England		Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Carpenters, maintenance .....	156	\$3.15	31	\$2.86	16	\$2.87	15	\$2.87	-	-	-	-
Charging-machine operators .....	233	3.00	210	2.54	-	-	8	2.43	-	-	-	-
Chippers and grinders .....	7,319	2.85	2,597	2.48	409	2.34	1,122	2.60	263	\$1.95	251	\$1.95
Core assemblers and finishers .....	1,972	3.33	644	2.69	47	2.38	94	2.49	-	-	-	-
Coremakers, hand .....	1,666	3.03	764	2.71	142	2.82	343	2.98	88	2.60	116	2.30
Coremakers, machine <sup>3</sup> .....	1,304	3.26	534	2.81	43	3.07	89	2.80	22	2.24	52	2.09
Core-blowing machine .....	1,083	3.28	415	2.89	26	2.82	38	2.64	-	-	29	2.17
Crane operators, electric bridge .....	997	3.05	200	2.62	28	2.55	294	3.07	29	2.71	-	-
Cupola tenders .....	649	2.73	393	2.55	59	2.56	116	2.65	58	2.13	45	1.87
Electricians, maintenance .....	652	4.07	99	2.99	-	-	53	3.34	-	-	-	-
Helpers, maintenance trades .....	149	2.48	51	2.57	14	2.22	24	2.71	-	-	-	-
Inspectors, class B .....	638	3.25	292	2.87	-	-	17	2.70	-	-	-	-
Inspectors, class C .....	938	2.91	413	2.44	62	2.09	75	2.25	-	-	-	-
Laborers, general foundry .....	6,001	2.65	2,247	2.25	217	2.20	901	2.26	207	1.70	366	1.89
Laborers, material handling .....	656	2.56	302	2.30	26	2.23	64	2.15	165	2.03	121	1.92
Machinists, maintenance .....	144	3.47	57	2.86	-	-	18	3.32	-	-	14	2.74
Mechanics, maintenance .....	1,142	3.75	303	2.96	16	2.82	104	3.19	50	2.91	52	2.62
Molders, floor .....	2,181	3.22	716	2.75	211	3.28	572	3.17	175	2.71	108	2.52
Molders, hand, bench .....	599	2.96	241	2.85	85	3.24	-	-	35	2.85	39	2.36
Molders, machine .....	4,736	3.42	2,615	3.33	333	3.38	837	3.54	270	2.66	270	3.04
Patternmakers, wood .....	390	3.85	156	3.42	22	3.37	132	3.19	17	2.94	29	2.85
Pourers, metal .....	1,506	3.01	762	2.71	62	2.55	104	2.70	126	2.19	77	1.91
Repairmen, wood patterns .....	257	3.56	75	2.62	-	-	48	2.52	-	-	15	2.09
Sand mixers .....	1,041	2.74	425	2.44	56	2.41	181	2.54	74	2.06	56	1.93
Sand- or shot-blast operators .....	459	2.78	263	2.59	23	2.41	68	2.58	-	-	-	-
Sand-slinger operators .....	172	3.36	45	2.85	-	-	45	3.28	-	-	-	-
Shakeout men .....	3,415	2.88	1,212	2.35	183	2.27	414	2.45	118	2.25	168	1.94
Shell-mold- and/or shell-core-machine operators .....	907	3.29	434	2.95	-	-	51	2.69	36	2.23	-	-
Truckers, power .....	1,177	2.92	544	2.44	33	2.30	76	2.57	-	-	54	1.94
Forklift .....	903	2.95	375	2.50	13	2.42	54	2.53	-	-	26	2.00
Other than forklift .....	274	2.84	169	2.30	20	2.22	22	2.67	-	-	-	-
Tumbler operators .....	134	2.37	120	2.47	-	-	30	2.48	-	-	-	-

See footnotes at end of table.

Table 9. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—By Community Size—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, November 1967)

Occupation	Southwest				Great Lakes				Middle West				Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Carpenters, maintenance	-	-	-	-	79	\$3.47	20	\$3.02	7	\$2.71	-	-	-	-
Charging-machine operators	-	-	-	-	190	3.14	189	2.56	-	-	-	-	-	-
Chippers and grinders	143	\$1.88	114	\$1.83	4,105	3.19	1,658	2.67	206	2.50	293	\$2.33	428	\$2.75
Core assemblers and finishers	-	-	23	2.06	1,764	3.43	467	2.86	22	2.48	123	2.26	18	3.60
Coremakers, hand	52	2.21	32	2.46	679	3.23	365	2.86	44	3.13	61	2.95	170	3.38
Coremakers, machine <sup>3</sup>	13	2.10	10	2.52	995	3.40	387	2.98	35	3.00	51	2.78	50	3.23
Core-blowing machine	13	2.10	-	-	870	3.40	344	2.95	34	3.00	15	3.97	42	3.16
Crane operators, electric bridge	-	-	-	-	553	3.14	128	2.73	13	2.51	-	-	31	3.02
Cupola tenders	28	1.93	8	2.19	295	2.99	238	2.75	29	2.75	43	2.57	38	3.00
Electricians, maintenance	-	-	-	-	525	4.26	83	3.03	7	3.14	-	-	6	3.49
Helpers, maintenance trades	14	1.90	-	-	40	2.91	37	2.63	-	-	7	2.42	18	2.73
Inspectors, class B	-	-	-	-	608	3.27	258	2.93	-	-	-	-	-	-
Inspectors, class C	-	-	6	1.71	659	3.15	323	2.56	42	2.59	13	2.36	15	2.92
Laborers, general foundry	119	1.74	119	1.67	3,697	2.90	1,315	2.45	206	2.39	169	2.19	442	2.63
Laborers, material handling	-	-	-	-	327	2.97	151	2.63	22	2.45	-	-	28	2.80
Machinists, maintenance	-	-	-	-	75	3.64	19	3.04	-	-	-	-	-	-
Mechanics, maintenance	16	2.36	11	2.57	873	3.97	191	3.11	33	2.92	32	2.78	33	3.39
Molders, floor	69	2.62	29	2.51	836	3.40	289	3.01	41	3.48	17	3.15	161	3.45
Molders, hand, bench	-	-	-	-	164	3.07	-	-	9	3.41	-	-	33	3.61
Molders, machine	118	2.25	90	2.40	2,643	3.49	1,830	3.45	233	3.38	257	3.60	246	3.71
Patternmakers, wood	13	2.70	12	3.19	139	4.79	87	3.83	9	3.91	11	3.08	23	4.33
Pourers, metal	20	2.08	10	1.84	1,005	3.26	570	2.92	36	2.51	47	2.36	99	2.89
Repairmen, wood patterns	-	-	-	-	178	3.95	38	2.76	10	2.69	13	2.77	8	3.54
Sand mixers	19	2.12	18	2.05	588	2.95	287	2.58	25	2.46	34	2.54	76	2.85
Sand- or shot-blast operators	13	1.91	-	-	274	2.97	209	2.69	10	2.48	23	2.38	35	2.89
Sand-slinger operators	-	-	-	-	98	3.51	30	3.17	-	-	-	-	8	3.26
Shakeout men	95	1.89	67	1.64	2,194	3.15	749	2.52	122	2.53	93	2.61	195	2.76
Shell-mold- and/or shell-core-machine operators	14	2.40	-	-	661	3.50	354	3.10	21	3.02	14	2.37	55	3.00
Truckers, power	18	1.78	22	1.75	864	3.10	395	2.58	23	2.48	34	2.36	53	2.80
Forklift	16	1.76	-	-	689	3.10	299	2.61	15	2.51	11	2.29	47	2.81
Other than forklift	-	-	-	-	175	3.08	96	2.49	8	2.43	23	2.39	-	-
Tumbler operators	-	-	-	-	56	2.32	49	3.06	8	2.60	-	-	16	2.80

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 10. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—By Establishment Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>		New England		Middle Atlantic		Southeast									
	Establishments with—															
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more					
Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Chippers and grinders .....	2,833	\$2.33	7,083	\$2.92	268	\$2.23	185	\$2.56	586	\$2.22	680	\$2.83	197	\$1.69	317	\$2.12
Core assemblers and finishers .....	228	2.18	2,388	3.27	-	-	57	2.44	-	-	43	2.93	-	-	15	2.54
Coremakers, hand .....	1,177	2.79	1,253	3.06	114	2.74	44	3.16	283	2.74	167	3.20	77	2.58	127	2.34
Coremakers, machine <sup>3</sup> .....	407	2.74	1,431	3.24	30	2.77	21	3.28	23	2.70	84	2.64	-	-	55	2.23
Core-blowing machine .....	350	2.75	1,148	3.30	24	2.65	8	3.01	-	-	34	2.56	-	-	35	2.43
Crane operators, electric bridge .....	145	2.69	1,052	3.02	-	-	33	2.51	20	2.45	291	3.08	-	-	26	2.61
Cupola tenders .....	547	2.57	495	2.77	43	2.50	18	2.70	98	2.53	44	2.86	48	1.95	55	2.07
Helpers, maintenance trades .....	36	2.46	164	2.51	-	-	8	2.32	-	-	24	2.75	-	-	-	-
Inspectors, class C .....	252	2.37	1,099	2.86	24	2.04	-	-	61	2.19	34	2.23	-	-	98	2.26
Laborers, general foundry .....	2,209	2.18	6,039	2.68	112	2.12	128	2.27	512	2.20	541	2.27	153	1.53	420	1.93
Laborers, material handling .....	191	1.93	767	2.61	12	2.23	16	2.22	-	-	18	2.38	91	1.64	195	2.14
Mechanics, maintenance .....	103	2.86	1,342	3.64	10	2.70	8	2.91	14	2.90	96	3.18	18	2.73	84	2.77
Molders, floor .....	1,645	2.98	1,252	3.27	188	3.17	57	3.61	350	2.93	360	3.23	222	2.48	61	3.22
Molders, hand, bench .....	562	2.79	278	3.20	48	2.87	42	3.70	294	2.67	16	3.08	55	2.43	19	3.05
Molders, machine .....	2,926	3.29	4,425	3.45	249	3.31	105	3.42	575	3.57	347	3.25	218	2.52	322	3.08
Patternmakers, wood .....	122	3.08	424	3.91	13	3.09	12	3.51	-	-	94	3.30	14	2.70	32	2.97
Pourers, metal .....	423	2.44	1,845	3.02	24	2.27	38	2.73	-	-	77	2.66	71	1.74	132	2.27
Repairmen, wood patterns .....	90	2.66	242	3.60	-	-	-	-	41	2.46	9	2.76	-	-	21	2.34
Sand mixers .....	531	2.36	935	2.82	33	2.43	29	2.36	102	2.33	88	2.72	77	1.90	53	2.16
Sand- or shot-blast operators .....	196	2.47	526	2.80	16	2.38	8	2.47	35	2.48	52	2.46	-	-	-	-
Sand-slinger operators .....	47	2.66	170	3.42	-	-	-	-	12	2.47	35	3.54	-	-	-	-
Shakeout men .....	1,425	2.27	3,202	2.95	115	2.14	95	2.42	270	2.23	188	2.68	88	1.81	198	2.19
Shell-mold- and/or shell-core-machine operators .....	183	2.61	1,158	3.27	-	-	-	-	-	-	63	2.59	-	-	41	2.56
Truckers power .....	115	2.43	1,606	2.79	10	2.40	33	2.27	8	2.33	93	2.46	-	-	102	2.21

See footnotes at end of table.

Table 10. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—By Establishment Size—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	Southwest				Great Lakes				Middle West		Pacific			
	Establishments with—													
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders .....	92	\$ 1.78	165	\$ 1.91	1,302	\$ 2.48	4,461	\$ 3.21	414	\$ 2.39	203	\$ 2.64	225	\$ 2.85
Core assemblers and finishers .....	-	-	29	1.98	154	2.20	2,077	3.39	136	2.28	-	-	18	3.60
Coremakers, hand .....	44	2.10	40	2.53	444	2.85	600	3.28	59	3.26	89	3.37	81	3.40
Coremakers, machine <sup>3</sup> .....	-	-	19	2.39	307	2.76	1,075	3.43	86	2.87	15	3.61	35	3.07
Core-blowing machine .....	-	-	19	2.39	290	2.76	924	3.44	49	3.30	15	3.61	-	-
Crane operators, electric bridge .....	-	-	16	2.28	77	2.84	604	3.09	19	2.56	-	-	25	2.97
Cupola tenders .....	28	1.93	8	2.20	247	2.76	286	2.99	39	2.72	27	2.98	11	3.04
Helpers, maintenance trades .....	-	-	-	-	11	2.49	66	2.83	6	2.22	7	2.70	-	-
Inspectors, class C .....	-	-	-	-	152	2.50	830	3.04	48	2.58	-	-	9	2.94
Laborers, general foundry .....	127	1.62	111	1.81	935	2.30	4,077	2.90	306	2.36	170	2.53	272	2.70
Laborers, material handling .....	-	-	9	1.70	31	2.32	447	2.90	33	2.40	-	-	25	2.78
Mechanics, maintenance .....	9	2.38	18	2.49	19	3.05	1,045	3.83	48	2.91	13	3.39	20	3.39
Molders, floor .....	75	2.55	23	2.69	557	3.16	568	3.43	42	3.52	112	3.45	49	3.44
Molders, hand, bench .....	-	-	-	-	95	3.09	171	3.09	11	3.64	26	3.63	7	3.57
Molders, machine .....	98	2.21	110	2.42	1,471	3.35	3,002	3.52	355	3.57	132	3.54	114	3.89
Patternmakers, wood .....	13	2.97	12	2.90	-	-	226	4.42	20	3.45	7	3.96	16	4.49
Pourers, metal .....	16	2.15	-	-	207	2.61	1,368	3.21	72	2.41	48	2.83	51	2.94
Repairmen, wood patterns .....	-	-	-	-	35	2.78	181	3.93	13	2.77	-	-	-	-
Sand mixers .....	20	2.13	17	2.04	228	2.43	647	2.97	38	2.51	41	2.85	35	2.84
Sand- or shot-blast operators .....	8	1.94	10	1.92	101	2.52	382	2.94	14	2.46	9	2.96	26	2.86
Sand-slinger operators .....	-	-	-	-	17	3.16	111	3.47	-	-	-	-	6	3.24
Shakeout men .....	88	1.70	74	1.89	681	2.37	2,262	3.18	170	2.62	95	2.74	100	2.78
Shell-mold and/or shell-core-machine operators .....	-	-	15	2.27	83	2.87	932	3.40	22	3.03	32	2.88	23	3.18
Truckers, power .....	-	-	34	1.80	59	2.51	1,200	2.96	46	2.44	18	2.80	35	2.80

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.





Table 13. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—Chicago, Ill.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.90	\$1.90 and under \$2.00	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.40 and over		
All workers <sup>3</sup> .....	2,546	\$2.85	36	6	70	106	48	109	115	149	383	347	223	135	143	108	285	25	70	33	27	10	12	18	32	15	41			
Chippers and grinders.....	346	\$2.78	-	2	19	21	2	8	4	14	30	111	62	23	3	8	8	5	6	1	2	1	3	4	1	3	5			
Time.....	245	2.70	-	-	2	19	1	8	1	11	29	109	57	18	5	3	7	5	6	1	2	1	3	4	1	3	5			
Incentive.....	101	2.98	-	2	17	12	-	-	-	3	6	1	5	3	8	1	1	-	-	-	-	-	-	-	-	-	-			
Chippers.....	92	2.81	-	-	-	-	-	-	-	11	31	44	1	1	-	1	1	1	1	-	-	-	-	-	-	-	-			
Time.....	85	2.77	-	-	-	-	-	-	-	11	31	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Grinders.....	70	2.87	-	-	-	1	4	-	8	8	30	1	2	-	3	5	3	1	1	-	-	-	-	-	-	1	2			
Time.....	42	2.69	-	-	-	-	-	-	4	8	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
Incentive.....	28	3.14	-	-	-	1	4	-	4	6	1	50	17	20	2	3	5	2	1	1	-	2	1	3	4	1	1			
Chippers and grinders.....	184	2.73	-	2	19	21	1	4	4	6	11	50	17	20	2	3	5	2	1	4	-	2	1	3	4	1	1			
Time.....	118	2.65	-	-	2	19	1	-	1	4	10	48	14	18	-	-	-	-	-	-	-	-	-	-	-	-	-			
Core assemblers and finishers <sup>4</sup> a/.....	39	2.72	-	-	1	1	1	-	1	10	1	20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Coremakers, hand.....	87	3.11	-	-	4	1	1	-	3	1	8	3	8	1	-	52	1	-	-	-	2	-	-	1	1	-	-			
Time.....	69	3.15	-	-	3	-	-	-	-	-	5	3	5	1	-	52	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	18	2.96	-	-	1	1	1	-	3	1	3	-	3	-	1	1	-	1	-	-	2	-	-	-	1	1	-			
Bench.....	32	3.12	-	-	1	1	1	-	3	-	1	-	1	-	1	1	-	20	-	-	-	-	-	-	-	1	1	-		
Time.....	23	3.13	-	-	-	-	-	-	-	-	1	-	1	-	1	1	-	20	-	-	-	-	-	-	-	-	-	-		
Floor <sup>4</sup> a/.....	19	2.95	-	-	-	-	-	-	-	1	6	3	6	-	-	-	-	1	-	-	2	-	-	-	-	-	-			
Bench and floor <sup>4</sup> a/.....	36	3.18	-	-	3	-	-	-	-	-	-	-	1	-	-	32	-	-	-	-	-	-	-	-	-	-	-			
Crane operators, electric bridge <sup>4</sup> a/.....	87	2.93	-	-	-	-	-	1	-	-	11	43	4	22	3	-	3	-	-	-	-	-	-	-	-	-	-			
Under 20 tons.....	33	2.90	-	-	-	-	-	1	-	-	11	3	4	14	-	-	-	-	-	-	-	-	-	-	-	-	-			
Cupola tenders <sup>4</sup> a/.....	29	3.01	-	-	-	-	-	4	-	1	1	8	6	-	4	-	3	-	-	-	-	-	1	-	-	-	-			
Electricians, maintenance (all time).....	22	3.34	-	-	-	-	-	-	-	-	-	-	1	2	-	4	1	7	1	2	2	-	2	-	-	-	-			
Inspectors, class C (all time).....	10	2.52	-	-	-	-	4	1	1	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, general foundry (all time).....	267	2.51	-	-	12	2	56	47	15	101	32	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling (all time).....	14	2.48	-	-	3	-	-	3	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance (all time).....	40	3.24	-	-	-	-	-	-	-	1	4	3	1	5	12	3	4	7	-	-	-	-	-	-	-	-	-			
Molders, floor.....	114	3.35	-	-	-	-	-	-	-	-	-	-	-	-	8	96	-	1	2	-	-	1	-	-	2	2	-			
Time.....	107	3.28	-	-	-	-	-	-	-	-	-	-	-	-	8	96	-	1	2	-	-	-	-	-	-	-	-			
Incentive.....	7	4.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	62		
Molders, hand, bench <sup>4</sup> a/.....	39	3.29	-	-	-	-	-	-	-	-	-	-	1	1	-	35	1	-	-	-	-	-	-	-	-	-	1	-		
Molders, machine.....	159	3.49	-	-	1	-	-	2	5	4	6	6	10	2	52	1	6	10	4	2	8	9	15	3	13	-	-			
Time.....	53	3.24	-	-	-	-	-	2	5	4	1	3	-	-	49	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	106	3.62	-	-	1	-	-	2	5	4	5	3	10	2	3	1	6	10	4	2	8	9	15	3	13	-	-			
Pourers, metal.....	59	2.76	-	-	6	2	-	1	15	14	2	2	1	1	6	-	3	1	1	1	1	-	-	-	3	-	-			
Time.....	32	2.67	-	-	6	-	-	1	9	7	-	2	1	1	6	-	3	-	-	-	-	-	-	-	-	-	-			
Incentive.....	27	2.87	-	-	2	-	-	1	6	7	-	2	1	-	-	-	1	1	1	-	-	-	-	-	3	-	-			
Repairmen, wood patterns <sup>4</sup> a/.....	12	3.04	-	-	-	1	2	-	-	-	-	1	-	2	-	3	1	-	-	-	-	-	-	-	-	2	-			
Sand- or shot-blast operators (all time).....	10	2.86	-	-	-	-	-	-	-	2	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
Sand-slinger operators (all time).....	18	2.99	-	-	-	-	-	-	-	-	4	-	-	13	-	1	-	-	-	-	-	-	-	-	-	-	-			
Sand mixers (all time).....	49	2.69	-	-	3	2	-	1	4	22	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Shakout men.....	116	2.64	-	-	-	9	3	4	59	32	7	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-			
Time.....	100	2.63	-	-	-	8	-	3	56	27	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Shell-mold and/or shell-core-machine operators <sup>4</sup> b/.....	35	2.86	-	-	-	1	2	6	5	4	-	8	5	-	-	-	2	-	1	1	-	-	-	-	-	-	-			
Truckers, power <sup>4</sup> a/.....	28	2.70	-	-	3	-	-	1	4	9	4	1	-	4	1	-	-	-	-	-	-	-	-	-	-	1	-			
Forklift.....	26	2.67	-	-	3	-	-	1	4	9	4	1	-	2	1	-	-	-	-	-	-	-	-	-	-	1	-			
Tumbler operators.....	12	2.59	-	-	-	3	-	2	1	-	4	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-			
Time.....	6	2.68	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Welders, hand <sup>4</sup> a/.....	16	3.05	-	-	-	-	-	-	-	-	-	1	1	10	4	-	-	-	-	-	-	-	-	-	-	-	-			

<sup>1</sup> The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> Virtually all production workers were men; data for the selected production occupations were limited to men.

<sup>4</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

<sup>5</sup> Includes data for workers in classifications in addition to those shown separately.

<sup>6</sup> All workers were at \$5.40 to \$5.60.

Table 14. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	
			and under \$1.70																									and over \$4.60
All workers <sup>3</sup> .....	1,692	\$2.86	4	18	34	8	4	66	14	10	32	26	146	315	306	121	73	89	71	80	126	44	26	12	10	14	8	39
Chippers and grinders .....	266	\$2.59	6	4	-	-	32	8	-	9	-	4	46	122	21	6	-	8	-	-	-	-	-	-	-	-	-	-
Time .....	252	2.57	5	4	-	-	32	8	-	9	-	4	46	122	21	-	-	-	-	-	-	-	-	-	-	-	-	-
Chippers <sup>6</sup> .....	29	2.81	-	-	-	-	-	-	-	-	-	-	8	2	13	6	-	-	-	-	-	-	-	-	-	-	-	-
Grinders .....	107	2.60	6	4	-	-	4	-	-	9	-	-	38	30	8	-	-	-	8	-	-	-	-	-	-	-	-	-
Time .....	99	2.56	5	4	-	-	4	-	-	9	-	-	38	30	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Chippers and grinders (all time) .....	130	2.54	-	-	-	-	28	8	-	-	-	4	-	90	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, hand .....	102	3.22	-	-	-	-	-	-	-	-	-	-	4	5	-	10	10	10	10	20	33	5	1	2	1	-	1	-
Time .....	92	3.16	-	-	-	-	-	-	-	-	-	-	4	5	-	10	10	10	10	20	33	-	-	-	-	-	-	-
Bench .....	43	3.13	-	-	-	-	-	-	-	-	-	-	-	3	-	10	4	-	2	15	5	-	-	-	-	-	-	-
Time .....	38	3.08	-	-	-	-	-	-	-	-	-	-	4	3	-	10	4	-	2	15	-	-	-	-	-	-	-	-
Floor (all time) .....	28	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	2	2	18	-	-	-	-	-	-	-	-
Bench and floor .....	31	3.32	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	8	16	-	-	1	2	1	-	1	-	1
Time .....	26	3.19	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	8	16	-	-	-	-	-	-	-	-	-
Coremakers, machine <sup>6</sup> .....	28	2.93	-	-	-	-	-	-	-	-	-	-	-	16	2	-	-	2	-	-	4	4	-	-	-	-	-	-
Crane operators, electric bridge, under 20 tons (all time) .....	13	2.89	-	-	-	-	-	-	-	-	-	-	-	-	2	3	6	2	-	-	-	-	-	-	-	-	-	-
Cupola tenders .....	24	2.91	-	-	-	-	-	-	-	-	-	-	6	-	1	-	6	6	-	5	-	-	-	-	-	-	-	-
Time .....	23	2.89	-	-	-	-	-	-	-	-	-	-	6	-	1	-	6	6	-	4	-	-	-	-	-	-	-	-
Furnace tenders (all time) .....	7	3.05	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	1	1	1	-	-	-	-	-	-	-	-
Laborers, general foundry (all time) .....	225	2.48	6	14	-	4	22	-	-	-	-	-	82	46	51	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all time) .....	16	3.18	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	4	4	4	2	-	-	-	-	-	-
Molders, floor .....	64	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	8	21	19	2	2	-	-	-	-	-
Time .....	46	3.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	8	9	19	-	-	-	-	-	-	-	-
Molders, machine .....	163	3.75	-	-	-	-	-	-	-	-	-	10	2	-	-	6	18	12	15	41	-	5	3	1	8	7	35	-
Time .....	60	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	10	6	7	37	-	-	-	-	-	-	-	-	-
Incentive .....	103	4.04	-	-	-	-	-	-	-	-	-	10	2	-	-	6	8	6	8	4	-	5	3	1	8	7	35	-
Patternmakers, wood (all time) .....	11	4.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	2	-	3	-
Pourers, metal .....	38	2.75	-	-	-	-	-	-	-	-	-	4	14	12	3	-	-	-	5	-	-	-	-	-	-	-	-	-
Time .....	33	2.69	-	-	-	-	-	-	-	-	4	14	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, wood patterns (all time) .....	8	3.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	5	-	-	-	-	-
Sand mixers (all time) .....	40	2.75	-	-	-	-	-	-	-	1	-	-	8	22	8	-	1	-	-	-	-	-	-	-	-	-	-	-
Sand- or shot-blast operators (all time) .....	24	2.84	-	-	-	-	-	-	-	-	-	-	-	10	8	6	-	-	-	-	-	-	-	-	-	-	-	-
Sand-slinger operators .....	8	3.26	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	2	-	-	-	2	-	-	-	-
Time .....	6	2.96	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	2	-	-	-	-	-	-	-	-
Shakeout men .....	86	2.60	-	4	2	-	4	-	4	-	-	14	35	6	8	4	-	-	-	-	-	2	3	-	-	-	-	-
Time .....	77	2.53	-	4	2	-	4	-	4	-	-	14	35	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Shell-mold- and/or shell-core-machine operators .....	36	2.84	-	-	-	-	-	-	-	-	-	4	8	6	10	1	1	-	2	3	1	-	-	-	-	-	-	-
Time .....	17	2.80	-	-	-	-	-	-	-	-	-	4	4	2	4	-	-	-	-	3	-	-	-	-	-	-	-	-
Truckers, power (all time) <sup>8</sup> .....	38	2.76	-	-	-	-	-	-	-	-	-	-	12	18	7	1	-	-	-	-	-	-	-	-	-	-	-	-
Forklift (all time) .....	32	2.76	-	-	-	-	-	-	-	-	-	-	12	12	7	1	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand, repairing .....	12	3.08	-	-	-	-	-	-	-	-	-	-	-	2	1	-	4	3	1	-	-	1	-	-	-	-	-	-
Time .....	10	3.07	-	-	-	-	-	-	-	-	-	-	-	2	1	-	4	1	1	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove Standard Metropolitan Statistical Areas consists of Los Angeles and Orange Counties.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>3</sup> Virtually all production workers were men; data for selected occupations are limited to women.  
<sup>4</sup> Includes 4 workers at \$1.40 to \$1.50; and 4 workers at \$1.50 to \$1.60.  
<sup>5</sup> Includes 2 workers at \$1.50 to \$1.60.  
<sup>6</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.  
<sup>7</sup> Workers were distributed as follows: 1 at \$4.60 to \$4.80; 16 at \$4.80 to \$5; 10 at \$5.20 to \$5.40; 2 at \$5.60 to \$5.80; 2 at \$5.80 to \$6; and 4 at \$6.60 to \$6.80.  
<sup>8</sup> Includes data for workers in classification in addition to those shown separately.

Table 15. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—Philadelphia, Pa.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30 and over		
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	over		
All workers <sup>3</sup> -----	756	\$2.65	1	-	17	79	87	143	42	52	20	62	139	20	11	2	8	8	2	3	7	5	4	12	9	2	3	18		
Carpenters, maintenance (all time) -----	6	\$2.61	-	-	-	-	-	-	2	2	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Chippers and grinders <sup>4</sup> -----	112	2.48	-	6	24	14	54	-	-	-	-	-	-	-	-	-	-	-	1	2	3	-	1	2	1	-	-	4		
Time -----	98	2.26	-	6	24	14	54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Grinders <sup>5</sup> -----	24	2.66	-	-	12	1	4	-	-	-	-	-	-	-	-	-	-	-	1	1	3	-	1	-	-	-	-	1		
Chippers and grinders (all time) -----	73	2.27	-	-	6	12	13	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Core assemblers and finishers (all time) -----	12	2.25	-	-	6	1	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Coremakers, hand <sup>4</sup> -----	56	2.78	-	-	-	-	2	1	5	-	13	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-		
Time -----	55	2.76	-	-	-	-	2	1	5	-	13	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bench -----	22	2.78	-	-	-	-	-	-	5	-	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-		
Time -----	21	2.71	-	-	-	-	-	-	5	-	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bench and floor (all time) -----	24	2.79	-	-	-	-	2	-	-	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Coremakers, machine <sup>5</sup> -----	6	2.96	-	-	-	-	-	-	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-		
Crane operators, electric bridge, (under 20 tons) (all time) -----	10	2.60	-	-	-	-	-	4	-	-	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cupola tenders (all time) -----	17	2.63	-	-	-	-	-	2	7	2	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance (all time) -----	6	3.13	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-		
Laborers, general foundry (all time) -----	77	2.23	-	-	-	24	34	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance (all time) -----	10	2.95	-	-	-	-	-	-	-	2	3	-	-	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-		
Molders, floor -----	79	3.02	-	-	-	-	-	-	2	-	8	45	12	-	-	1	-	-	-	-	1	1	-	1	2	-	-	6		
Time -----	66	2.82	-	-	-	-	-	-	1	-	8	45	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Molders, hand, bench -----	21	2.93	-	-	-	-	-	-	-	-	2	17	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-		
Time -----	19	2.82	-	-	-	-	-	-	-	-	2	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Molders, machine -----	66	3.29	-	-	-	-	1	-	-	3	7	26	-	1	-	2	2	1	1	3	2	2	3	2	1	2	7	-		
Time -----	34	2.80	-	-	-	-	-	-	3	6	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	32	3.82	-	-	-	-	1	-	-	-	1	1	-	1	-	2	2	1	1	3	2	2	3	2	1	2	6	7		
Patternmakers, wood (all time) -----	11	3.48	-	-	-	-	-	-	-	2	-	-	-	2	-	-	1	-	-	-	-	-	-	6	-	-	-	-		
Sand mixers (all time) -----	13	2.21	-	-	6	3	-	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Shakeout men (all time) -----	47	2.29	-	-	-	6	25	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

<sup>1</sup> The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N. J.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 90 percent of the production workers covered by the study were paid on a time basis.

<sup>3</sup> Virtually all production workers were men; data for selected occupations are limited to men.

<sup>4</sup> Includes workers in classification in addition to those shown separately.

<sup>5</sup> Insufficient data to warrant publications of separate averages by method of wage payment, predominantly timeworkers.

<sup>6</sup> Workers were distributed as follows: 5 at \$4.50 to \$4.60 and 2 at \$4.60 to \$4.70.

Table 16. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—Pittsburgh, Pa.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.40	\$4.60 and over			
All workers <sup>3</sup>	2,205	\$2.99	439	21	71	76	201	142	249	206	227	139	104	177	64	94	114	22	31	20	13	13	6	3	13	85	75			
Carpenters, maintenance (all time)	7	\$3.03	-	-	-	-	-	-	-	-	2	3	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-			
Chippers and grinders <sup>5</sup>	219	3.08	4	-	16	7	15	28	28	10	50	6	-	1	-	-	1	-	-	-	-	-	-	-	-	1	49			
Time	165	2.63	4	-	16	7	15	28	28	10	50	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Grinders	16	2.43	-	-	4	3	8	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-			
Time	15	2.35	-	-	4	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Chippers and grinders	195	3.15	4	-	12	4	4	28	23	10	50	6	-	1	-	-	-	-	-	-	-	-	-	-	-	1	49			
Time	142	2.67	4	-	12	4	4	28	23	10	50	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Core assemblers and finishers	16	3.23	-	-	-	-	1	1	5	-	3	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	3			
Coremakers, hand <sup>5</sup>	66	3.25	-	-	-	-	3	11	2	3	12	4	7	3	-	1	5	-	-	-	-	-	-	-	-	-	3	12		
Time	51	2.85	-	-	-	-	3	11	2	3	12	4	7	3	-	1	5	-	-	-	-	-	-	-	-	-	-	3	12	
Bench	38	3.57	-	-	-	-	3	2	2	3	6	-	1	-	-	1	5	-	-	-	-	-	-	-	-	-	-	3	12	
Time	23	2.89	-	-	-	-	3	2	2	3	6	-	1	-	-	1	5	-	-	-	-	-	-	-	-	-	-	-	3	12
Floor (all time)	18	2.87	-	-	-	-	-	3	-	-	6	-	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Crane operators, electric bridge	145	3.26	-	-	-	-	-	8	13	21	17	34	4	11	6	-	-	-	-	-	-	-	-	-	2	-	2	6	21	
Time	114	2.88	-	-	-	-	-	8	13	21	17	34	4	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Under 20 tons (all time)	22	2.65	-	-	-	-	-	8	7	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
20 tons and over	123	3.37	-	-	-	-	-	6	18	13	34	4	11	6	-	-	-	-	-	-	-	-	-	2	-	2	6	21		
Time	92	2.94	-	-	-	-	-	6	18	13	34	4	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cupola tenders (all time)	24	2.67	-	-	4	3	-	2	9	-	-	-	1	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance (all time)	28	3.47	-	-	-	-	-	-	-	-	-	1	-	2	4	3	4	-	14	-	-	-	-	-	-	-	-	-		
Helpers, maintenance trades (all time)	13	2.75	-	-	-	-	-	5	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors, class A <sup>6</sup>	8	3.50	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	2	3	-	-	-	-	-	-	-		
Laborers, general foundry (all time)	83	2.41	6	-	4	26	34	2	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machinists, maintenance (all time)	9	3.39	-	-	-	-	-	-	1	-	-	1	-	-	-	1	2	-	4	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance (all time)	46	3.33	-	-	-	-	-	-	-	4	1	2	7	5	2	16	9	-	-	-	-	-	-	-	-	-	-	-		
Molders, floor	185	3.05	-	-	-	-	-	18	9	38	4	14	6	28	3	25	31	-	6	3	-	-	-	-	-	-	-	-		
Time	174	3.02	-	-	-	-	-	18	9	38	4	14	6	26	3	25	31	-	-	-	-	-	-	-	-	-	-	-		
Molders, hand, bench <sup>6</sup>	20	2.56	-	-	-	8	6	-	-	4	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Molders, machine	31	2.85	-	-	-	2	2	3	6	-	-	-	13	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time	17	2.66	-	-	-	2	2	3	6	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Patternmakers, wood (all time)	29	3.45	-	-	-	-	-	-	2	-	2	2	-	-	4	2	4	5	8	-	-	-	-	-	-	-	-	-		
Pourers, metal (all time)	23	2.82	-	-	4	-	-	5	-	2	2	1	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sand mixers	26	2.93	-	7	2	-	2	1	3	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3		
Time	20	2.44	-	7	2	-	2	1	3	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sand-slinger operators	21	3.33	-	-	2	-	-	4	4	-	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	6		
Time	15	2.72	-	-	2	-	-	4	4	-	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Shakeout men	85	2.60	21	-	14	12	10	-	6	4	6	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	9		
Time	76	2.37	21	-	14	12	10	-	6	4	6	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (all time)	26	2.69	-	-	-	-	3	3	6	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Forklift	7	2.63	-	-	-	-	1	3	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other than forklift	19	2.71	-	-	-	-	2	-	6	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Welders, hand <sup>5</sup>	19	3.06	-	-	2	-	-	1	5	-	-	4	1	1	1	-	-	-	-	4	-	-	-	-	-	-	-	-		
Time	15	2.86	-	-	2	-	-	1	5	-	-	4	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Repairing	10	3.33	-	-	-	-	-	1	2	-	-	-	1	1	1	-	-	-	-	4	-	-	-	-	-	-	-	-		
Time	6	2.99	-	-	-	-	-	1	2	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-		

<sup>1</sup> The Pittsburgh Standard Metropolitan Statistical Area consists of Allegheny, Beaver, Washington, and Westmoreland Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 87 percent of the production workers covered by the study were paid on a time basis.

<sup>3</sup> Virtually all production workers were men; data for the selected production occupations are limited to men.

<sup>4</sup> Includes 2 workers at \$1.80 to \$1.90.

<sup>5</sup> Includes data for workers in classification in addition to those shown separately.

<sup>6</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

Table 17. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—St. Louis, Mo.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			Under \$2.10	\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.70	\$3.70-\$3.80	\$3.80-\$3.90	\$3.90-\$4.00	\$4.00-\$4.10	\$4.10-\$4.20	\$4.20-\$4.40	\$4.40 and over		
			15	7	50	328	361	138	115	75	60	44	164	34	24	33	20	18	21	12	13	9	5	8	7	7	9	
All workers <sup>3</sup> .....	1,577	\$2.70	15	7	50	328	361	138	115	75	60	44	164	34	24	33	20	18	21	12	13	9	5	8	7	7	9	
Carpenters, maintenance (all time) .....	6	\$2.68	-	-	-	-	2	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Chippers and grinders .....	133	2.58	-	-	1	110	2	2	2	1	3	-	1	-	-	-	1	1	1	2	1	1	1	1	1	2	-	
Time .....	85	2.46	-	-	1	74	2	2	1	1	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive .....	48	2.79	-	-	-	36	-	-	-	1	-	-	-	-	-	-	-	1	1	1	2	1	1	1	1	2	-	
Chippers .....	35	2.47	-	-	-	33	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time .....	32	2.47	-	-	-	30	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grinders .....	98	2.62	-	-	1	77	2	2	2	1	2	-	1	-	-	-	1	1	1	2	1	1	1	1	1	2	-	
Time .....	53	2.46	-	-	1	44	2	2	1	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive .....	45	2.81	-	-	-	33	-	-	-	1	-	-	-	-	-	-	1	1	1	2	1	1	1	1	1	2	-	
Coremakers, hand <sup>4</sup> .....	54	3.14	-	-	-	-	-	-	2	6	3	33	2	-	1	3	-	1	3	-	1	-	-	-	-	-	1	1
Time .....	39	3.14	-	-	-	-	-	-	1	5	-	29	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	1
Incentive .....	15	3.14	-	-	-	-	-	-	1	1	3	4	2	-	1	2	-	1	-	-	1	-	-	-	-	-	-	-
Bench .....	41	3.13	-	-	-	-	-	-	2	1	3	26	2	-	1	3	-	1	3	-	1	-	1	-	-	-	1	-
Incentive .....	13	3.15	-	-	-	-	-	-	1	1	3	2	2	-	1	2	-	-	1	-	1	-	-	-	-	-	-	-
Coremakers, machine, core-blowing machine .....	34	3.18	-	-	-	-	13	-	-	2	-	1	2	4	-	2	3	1	1	1	1	-	-	-	3	-	1	
Incentive .....	22	3.46	-	-	-	-	2	-	-	2	-	1	2	4	-	2	3	1	1	-	-	-	-	-	3	-	1	
Crane operators, electric bridge, under 20 tons .....	9	2.56	-	-	-	1	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time .....	8	2.54	-	-	-	1	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cupola tenders (all time) .....	24	2.64	-	-	-	1	16	-	1	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class C .....	48	2.68	-	-	1	12	9	6	5	3	6	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	1
Time .....	35	2.58	-	-	1	5	9	6	5	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, general foundry .....	210	2.39	-	-	15	154	36	2	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time .....	208	2.39	-	-	15	154	36	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling (all time) .....	27	2.45	-	-	-	8	11	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all time) .....	28	2.93	-	-	-	4	2	1	-	-	1	18	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-
Molders, floor .....	62	3.35	-	-	-	-	-	-	1	3	-	33	-	-	9	-	2	2	1	2	1	-	-	-	2	3	3	
Incentive .....	27	3.79	-	-	-	-	-	-	-	-	2	-	-	9	-	2	2	1	2	1	2	1	-	-	2	3	5	
Molders, hand, bench <sup>6</sup> .....	12	3.35	-	-	-	-	-	-	-	1	-	7	-	1	1	-	-	-	-	-	-	-	-	-	-	1	1	
Molders, machine .....	205	3.21	-	-	-	1	2	20	6	8	10	59	12	15	17	9	6	15	2	9	6	4	3	1	-	-	-	
Time .....	52	2.91	-	-	-	-	-	18	-	1	-	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive .....	153	3.31	-	-	-	1	2	2	6	7	10	26	12	15	17	9	6	15	2	9	6	4	3	1	-	-	-	
Pourers, metal <sup>6</sup> .....	43	2.62	-	-	-	17	12	2	3	5	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Repairmen, wood patterns (all time) .....	13	2.84	-	-	1	-	-	-	8	1	-	1	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Sand mixers .....	22	2.49	-	-	7	9	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time .....	19	2.45	-	-	7	9	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sand-shot-blast operators (all time) .....	20	2.52	-	-	-	14	3	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Shakeout men .....	97	2.48	-	-	1	37	37	4	13	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time .....	71	2.46	-	-	1	20	37	-	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Shell-mold-and/or shell-core-machine operators <sup>6</sup> .....	8	2.65	-	-	1	1	1	1	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power <sup>4</sup> .....	21	2.47	-	-	5	11	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time .....	18	2.43	-	-	5	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Forklift .....	16	2.50	-	-	1	10	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time .....	13	2.44	-	-	1	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tumbler operators (all time) .....	13	2.45	-	-	-	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The St. Louis Standard Metropolitan Statistical Area consists of St. Louis City; and Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Madison and St. Clair Counties, Ill.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> Virtually all production workers were men; data for the selected production occupations were limited to men.

<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

<sup>5</sup> Workers were distributed as follows: 2 at \$4.80 to \$5 and 1 at \$5 to \$5.20.

<sup>6</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

Table 18. Occupational Earnings: Gray Iron Foundries, Except Pipe and Fittings—San Francisco—Oakland, Calif.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00
			and under																									
All workers <sup>3</sup> -----	635	\$3.17	1	1	179	29	114	85	13	1	7	1	2	126	61	1	2	-	2	-	1	-	-	-	-	1	7	1
Chippers and grinders <sup>4</sup> ---	87	\$3.00	-	-	-	-	34	52	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	67	2.99	-	-	-	-	18	48	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chippers -----	29	3.02	-	-	-	-	-	28	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	25	3.01	-	-	-	-	-	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grinders -----	34	2.96	-	-	-	-	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	18	2.94	-	-	-	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, hand <sup>4</sup> -----	37	3.68	-	-	-	-	-	-	-	-	-	-	-	23	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	31	3.67	-	-	-	-	-	-	-	-	-	-	-	23	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Bench <sup>5</sup> -----	25	3.69	-	-	-	-	-	-	-	-	-	-	-	11	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, machine (all time) -----	7	3.67	-	-	-	-	-	-	-	-	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Furnace tenders, electric -----	10	3.08	-	-	-	-	-	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	7	3.06	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, general foundry -----	129	2.79	-	1	126	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	127	2.79	-	1	126	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all time) -----	14	3.66	-	-	-	-	-	-	-	-	-	-	-	13	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Molders, floor (all time) -----	34	3.68	-	-	-	-	-	-	-	-	-	-	-	22	11	1	-	-	-	-	-	-	-	-	-	-	-	-
Molders, hand, bench (all time) -----	7	3.67	-	-	-	-	-	-	-	-	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Molders, machine -----	52	3.69	-	-	-	-	-	-	-	-	-	-	-	28	24	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	34	3.66	-	-	-	-	-	-	-	-	-	-	-	28	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Patternmakers, wood (all time) -----	6	4.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	-
Pourers, metal -----	23	2.84	-	-	17	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	17	2.79	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sand mixers -----	19	2.95	-	-	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	17	2.94	-	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Shakeout men -----	53	2.90	-	-	-	14	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	39	2.92	-	-	-	-	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Shell-mold- and/or shell-core-machine operators <sup>5</sup> -----	7	3.65	-	-	-	-	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power, forklift -----	10	2.91	-	-	-	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	7	2.90	-	-	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The San Francisco-Oakland Standard Metropolitan Statistical Area consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 83 percent of the production workers covered by the study were paid on a time basis.

<sup>3</sup> All production workers were men.

<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

<sup>5</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

Table 19. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic				Southeast				Pacific			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
Carpenters, maintenance .....	89	\$3.10	\$3.23	\$2.74-\$3.38	11	\$3.08	-	-	54	\$3.03	\$3.15	\$2.70-\$3.30	-	-	-	-
Centrifugal-casting-machine operators, pipe .....	431	3.16	3.14	2.84- 3.50	98	3.00	\$ 3.03	\$2.80-\$3.19	232	3.18	3.16	2.84- 3.50	29	\$3.11	\$3.10	\$3.06-\$3.27
Metal molds .....	291	3.26	3.19	3.02- 3.50	74	2.97	3.03	2.87- 3.19	147	3.40	3.41	3.13- 3.67	13	3.00	-	-
Sand-lined molds .....	140	2.96	2.84	2.70- 3.38	24	3.09	3.30	2.50- 3.65	85	2.81	2.84	2.51- 2.92	16	3.20	3.10	3.06- 3.25
Charging-machine operators .....	37	2.60	2.54	2.27- 2.87	-	-	-	-	19	2.52	2.42	2.42- 2.72	-	-	-	-
Chippers and grinders .....	1,156	2.43	2.47	2.16- 2.61	74	2.43	2.34	2.33- 2.66	634	2.44	2.48	2.27- 2.61	111	2.45	2.50	2.14- 2.78
Chippers .....	71	2.30	2.09	1.94- 2.62	-	-	-	-	40	2.42	2.51	2.08- 2.62	-	-	-	-
Grinders .....	589	2.42	2.48	2.14- 2.61	40	2.42	2.47	2.00- 2.72	313	2.50	2.57	2.44- 2.61	43	2.47	2.49	1.90- 2.94
Chippers and grinders .....	496	2.45	2.43	2.22- 2.55	-	-	-	-	281	2.37	2.43	2.22- 2.48	68	2.44	2.63	2.39- 2.63
Core assemblers and finishers .....	82	2.47	2.33	2.07- 2.85	-	-	-	-	25	2.74	2.85	2.71- 2.85	-	-	-	-
Coremakers, hand .....	308	2.94	2.99	2.32- 3.38	15	2.33	2.27	2.10- 2.69	139	2.99	3.08	2.37- 3.38	17	3.00	3.24	2.75- 3.24
Bench .....	202	2.97	2.93	2.34- 3.42	9	2.24	-	-	81	2.98	2.93	2.38- 3.34	-	-	-	-
Floor .....	58	2.67	2.54	2.12- 3.30	-	-	-	-	29	2.63	2.25	2.12- 3.22	-	-	-	-
Bench and floor .....	48	3.11	3.38	3.24- 3.38	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, machine <sup>4</sup> .....	272	2.72	2.80	2.18- 3.08	-	-	-	-	100	2.98	2.86	2.65- 3.23	-	-	-	-
Core-blowing machine .....	191	2.60	2.57	2.00- 2.99	-	-	-	-	53	2.92	2.85	2.57- 3.23	-	-	-	-
Crane operators, electric bridge .....	351	2.94	3.00	2.77- 3.14	78	3.01	3.03	2.95- 3.10	188	2.88	2.79	2.77- 3.07	7	3.02	-	-
Under 20 tons .....	294	2.99	3.01	2.78- 3.14	73	3.01	3.03	2.95- 3.18	145	2.93	2.94	2.78- 3.14	7	3.02	-	-
20 tons and over .....	57	2.68	2.77	2.38- 3.01	-	-	-	-	43	2.71	2.77	2.52- 3.01	-	-	-	-
Cupola tenders .....	66	2.63	2.62	2.32- 2.97	11	2.54	-	-	30	2.57	2.62	2.33- 2.78	12	2.77	-	-
Electricians, maintenance .....	268	3.33	3.40	3.09- 3.55	35	3.54	3.55	3.53- 3.66	167	3.31	3.38	3.09- 3.50	11	3.40	-	-
Furnace tenders <sup>5</sup> .....	85	2.82	2.95	2.48- 3.06	-	-	-	-	51	2.73	2.60	2.40- 3.15	-	-	-	-
Electric .....	55	2.95	2.95	2.93- 3.15	-	-	-	-	21	2.96	3.15	2.48- 3.15	-	-	-	-
Helpers, maintenance trades .....	144	2.67	2.73	2.50- 2.88	-	-	-	-	55	2.50	2.53	2.46- 2.57	-	-	-	-
Inspectors, class A .....	70	2.97	3.08	2.68- 3.08	-	-	-	-	52	2.98	3.08	2.68- 3.08	-	-	-	-
Inspectors, class B .....	190	2.93	3.03	2.58- 3.25	49	3.13	3.03	3.03- 3.30	112	2.91	2.97	2.58- 3.25	-	-	-	-
Inspectors, class C .....	213	2.59	2.64	2.31- 2.90	16	2.57	2.73	2.36- 2.80	137	2.65	2.64	2.45- 2.90	-	-	-	-
Laborers, general foundry .....	1,420	2.16	2.07	1.94- 2.46	130	2.19	2.18	1.95- 2.45	635	2.26	2.19	2.07- 2.46	304	2.16	2.26	1.85- 2.39
Laborers, material handling .....	634	2.23	2.11	2.07- 2.35	-	-	-	-	445	2.25	2.11	2.07- 2.35	-	-	-	-
Machinists, maintenance .....	300	3.23	3.19	2.91- 3.50	35	3.56	3.55	3.55- 3.66	189	3.18	3.09	2.94- 3.47	-	-	-	-
Mechanics, maintenance .....	639	3.10	3.17	2.90- 3.38	68	3.36	3.29	3.29- 3.48	352	3.15	3.17	2.96- 3.38	44	3.34	3.26	3.24- 3.64
Molders, floor .....	221	3.48	3.38	3.04- 3.85	23	3.20	2.69	2.50- 3.76	133	3.38	3.36	3.04- 3.65	-	-	-	-
Molders, hand, bench .....	111	3.05	2.98	2.65- 3.50	-	-	-	-	99	3.04	3.02	2.65- 3.48	-	-	-	-
Molders, machine .....	591	3.45	3.22	2.76- 3.94	27	3.55	3.38	3.38- 3.40	356	3.14	2.94	2.66- 3.41	76	3.56	3.51	3.06- 3.98
Patternmakers, metal .....	60	3.52	3.36	3.04- 3.47	-	-	-	-	35	3.10	3.05	2.90- 3.42	-	-	-	-
Patternmakers, wood .....	97	3.32	3.42	2.94- 3.53	7	3.28	-	-	60	3.40	3.42	3.09- 3.75	-	-	-	-
Pourers, metal .....	372	2.70	2.70	2.35- 2.97	64	2.72	2.88	2.87- 2.88	194	2.72	2.68	2.51- 3.01	38	2.78	2.61	2.35- 3.31
Sand mixers .....	201	2.55	2.52	2.14- 2.74	14	2.49	-	-	105	2.60	2.55	2.36- 2.74	16	2.73	2.80	2.10- 2.93
Sand- or shot-blast operators .....	42	2.43	2.48	2.42- 2.58	6	2.48	-	-	28	2.49	2.52	2.48- 2.58	-	-	-	-
Sand-slinger operators .....	48	3.09	3.15	2.48- 3.27	-	-	-	-	27	3.00	3.12	2.48- 3.46	-	-	-	-
Shakeout men .....	298	2.43	2.39	2.04- 2.72	-	-	-	-	135	2.39	2.45	2.21- 2.57	54	2.55	2.55	2.00- 2.91
Shell-mold- and/or shell-core-machine operators .....	303	2.62	2.59	2.29- 2.85	51	2.59	2.54	2.54- 2.66	116	2.72	2.78	2.57- 2.85	46	2.39	2.23	1.91- 2.59
Truckers, power .....	552	2.40	2.39	2.15- 2.68	50	2.67	2.87	2.27- 2.95	326	2.44	2.39	2.17- 2.68	37	2.47	2.47	2.37- 2.76
Forklift .....	439	2.39	2.37	2.15- 2.68	39	2.68	2.87	2.23- 2.95	238	2.43	2.39	2.15- 2.68	35	2.46	2.47	2.37- 2.76
Other than forklift .....	113	2.42	2.45	2.20- 2.68	-	-	-	-	88	2.46	2.45	2.20- 2.68	-	-	-	-
Tumbler operators .....	49	2.53	2.43	2.09- 2.85	-	-	-	-	27	2.44	2.43	2.09- 2.85	8	2.55	-	-
Welders, hand <sup>6</sup> .....	118	3.17	3.27	2.91- 3.50	-	-	-	-	59	3.16	3.14	2.91- 3.50	-	-	-	-
Repairing .....	50	3.08	3.20	2.91- 3.50	-	-	-	-	15	2.96	2.92	2.84- 3.14	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers.

<sup>4</sup> Includes data for types of machines in addition to those shown separately.

<sup>5</sup> Includes data for open-hearth furnaces not shown separately.

<sup>6</sup> Includes data for workers, not shown separately, who perform assembling and a combination of assembling and repairing of castings by welding.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 20. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—By Community Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic		Southeast				Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Carpenters, maintenance .....	57	\$3.15	32	\$3.00	11	\$3.08	38	\$3.21	16	\$2.61	-	-
Centrifugal-casting-machine operators, pipe .....	271	3.08	160	3.31	88	3.08	102	2.85	-	-	29	\$3.11
Chippers and grinders .....	773	2.48	383	2.33	63	2.51	473	2.51	161	2.21	111	2.45
Coremakers, hand .....	228	3.00	80	2.77	11	2.45	79	3.19	60	2.73	17	3.00
Coremakers, machine <sup>3</sup> .....	181	2.56	91	3.05	-	-	40	2.77	-	-	-	-
Core-blowing machine .....	154	2.49	37	3.07	-	-	30	2.74	-	-	-	-
Crane operators, electric bridge .....	247	2.98	104	2.84	78	3.01	137	2.95	51	2.70	7	3.02
Under 20 tons .....	202	3.04	92	2.86	73	3.01	106	3.02	39	2.70	7	3.02
20 tons and over .....	45	2.67	-	-	-	-	31	2.71	-	-	-	-
Cupola tenders .....	50	2.71	16	2.39	9	2.66	21	2.66	9	2.38	12	2.77
Electricians, maintenance .....	206	3.38	62	3.16	34	3.54	126	3.41	41	2.99	11	3.40
Helpers, maintenance trades .....	110	2.73	34	2.51	-	-	39	2.58	-	-	-	-
Inspectors, class C .....	164	2.67	49	2.34	13	2.70	105	2.77	32	2.27	-	-
Laborers, general foundry .....	1,052	2.18	368	2.11	72	2.39	383	2.38	252	2.07	304	2.16
Laborers, material handling .....	248	2.32	386	2.17	-	-	108	2.55	337	2.15	-	-
Machinists, maintenance .....	183	3.33	117	3.07	35	3.56	91	3.39	98	2.98	-	-
Mechanics, maintenance .....	437	3.16	202	2.96	68	3.36	217	3.28	135	2.95	44	3.34
Molders, floor .....	146	3.45	75	3.53	21	3.05	80	3.41	53	3.34	-	-
Molders, machine .....	454	3.39	137	3.65	-	-	-	-	113	3.74	76	3.56
Patternmakers, wood .....	66	3.37	31	3.21	6	3.40	42	3.56	18	3.03	-	-
Pourers, metal .....	272	2.72	100	2.63	-	-	123	2.72	71	2.73	38	2.78
Sand mixers .....	129	2.52	72	2.59	10	2.61	58	2.59	47	2.62	16	2.72
Shakeout men .....	184	2.49	114	2.33	-	-	62	2.50	73	2.30	54	2.55
Truckers, power .....	386	2.44	166	2.31	45	2.74	192	2.55	134	2.27	37	2.47
Forklift .....	304	2.43	135	2.31	34	2.78	135	2.56	103	2.26	35	2.46
Other than forklift .....	82	2.47	31	2.31	-	-	57	2.54	31	2.31	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 21. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—By Establishment Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>		Middle Atlantic		Southeast		Pacific	
	Establishments with 100 workers or more							
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Carpenters, maintenance .....	89	\$ 3.10	11	\$ 3.08	54	\$ 3.03	-	-
Centrifugal-casting-machine operators, pipe .....	431	3.16	98	3.00	232	3.18	29	\$ 3.11
Metal molds .....	291	3.26	74	2.97	147	3.40	13	3.00
Sand-lined molds .....	140	2.96	24	2.09	85	2.81	16	3.20
Chippers and grinders .....	1,142	2.43	71	2.45	628	2.45	106	2.43
Coremakers, hand .....	300	2.94	12	2.37	138	3.00	-	-
Coremakers, machine <sup>3</sup> .....	272	2.72	-	-	100	2.98	-	-
Core-blowing machine .....	191	2.60	-	-	53	2.92	-	-
Crane operators, electric bridge .....	351	2.94	78	3.01	188	2.88	7	3.02
Under 20 tons .....	294	2.99	73	3.01	145	2.93	7	3.02
20 tons and under .....	57	2.68	-	-	43	2.71	-	-
Cupola tenders .....	60	2.66	8	2.47	28	2.65	11	2.73
Electricians, maintenance .....	268	3.33	35	3.54	167	3.31	11	3.40
Helpers, maintenance trades .....	144	2.67	-	-	55	2.50	-	-
Inspectors, class B .....	190	2.93	49	3.13	112	2.91	-	-
Inspectors, class C .....	213	2.59	16	2.57	137	2.65	-	-
Laborers, general foundry .....	1,413	2.16	127	2.20	635	2.26	300	2.15
Laborers, material handling .....	631	2.23	-	-	442	2.25	-	-
Machinists, maintenance .....	300	3.23	35	3.56	189	3.18	-	-
Mechanics, maintenance .....	636	3.10	68	3.36	349	3.16	44	3.34
Molders, floor .....	209	3.49	20	3.34	133	3.38	-	-
Molders, hand, bench .....	111	3.05	-	-	99	3.04	-	-
Molders, machine .....	570	3.49	24	3.57	338	3.18	76	3.56
Patternmakers, wood .....	97	3.32	7	3.28	60	3.40	-	-
Pourers, metal .....	367	2.71	64	2.71	189	2.75	38	2.78
Sand mixers .....	200	2.55	14	2.49	104	2.61	16	2.72
Sand- or shot-blast operators .....	40	2.48	6	2.48	26	2.57	-	-
Shakeout men .....	290	2.43	-	-	131	2.42	50	2.52
Shell-mold- and/or shell-core machine operators .....	296	2.64	51	2.59	109	2.76	46	2.39
Truckers, power .....	551	2.40	50	2.67	325	2.44	37	2.47
Forklift .....	438	2.39	39	2.68	237	2.43	35	2.46
Other than forklift .....	113	2.42	-	-	88	2.46	-	-
Tumbler operators .....	49	2.53	-	-	27	2.44	8	2.55
Welders, hand .....	117	3.17	-	-	59	3.16	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 22. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—By Labor-Management Contract Coverage

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic		Southeast		Pacific	
	Establishments with—									
	Majority covered		None or minority covered		Majority covered		Majority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Centrifugal-casting-machine operators, pipe .....	379	\$3.19	52	\$ 2.96	98	\$ 3.00	195	\$ 3.32	25	\$ 3.21
Chippers and grinders .....	872	2.48	284	2.27	74	2.43	444	2.44	95	2.57
Coremakers, hand .....	198	2.83	-	-	15	2.33	110	2.89	17	3.00
Coremakers, machine .....	227	2.85	-	-	-	-	92	3.00	-	-
Cupola tenders .....	62	2.65	-	-	11	2.54	30	2.57	10	2.82
Electricians, maintenance .....	222	3.38	46	3.10	35	3.54	138	3.29	9	3.44
Helpers, maintenance trades .....	144	2.67	-	-	-	-	55	2.50	-	-
Inspectors, class C .....	193	2.64	-	-	16	2.57	133	2.64	-	-
Laborers, general foundry .....	1,234	2.23	186	1.73	130	2.19	630	2.26	240	2.27
Laborers, material handling .....	596	2.25	-	-	-	-	441	2.24	-	-
Machinists, maintenance .....	278	3.27	-	-	35	3.56	187	3.18	-	-
Mechanics, maintenance .....	535	3.15	-	-	68	3.36	321	3.14	44	3.34
Molders, floor .....	165	3.50	-	-	23	3.20	83	3.41	-	-
Molders, hand, bench .....	96	3.02	15	3.28	-	-	-	-	-	-
Molders, machine .....	489	3.36	102	3.89	27	3.55	336	3.15	54	3.64
Patternmakers, wood .....	72	3.40	-	-	7	3.28	49	3.41	-	-
Pourers, metal .....	295	2.74	77	2.53	64	2.71	159	2.73	26	3.01
Sand mixers .....	157	2.59	44	2.41	14	2.49	87	2.61	12	2.93
Shakeout men .....	233	2.48	65	2.25	6	2.55	123	2.39	32	2.93
Tumbler operators .....	44	2.56	-	-	-	-	26	2.41	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 23. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic		Southeast				Pacific	
	Timeworkers		Incentive workers		Timeworkers		Timeworkers		Incentive workers		Timeworkers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Centrifugal-casting-machine operators, pipe .....	174	\$ 2.87	257	\$ 3.36	48	\$ 2.91	104	\$ 2.82	-	-	16	\$ 3.15
Chippers and grinders .....	863	2.35	293	2.65	69	2.40	529	2.41	105	\$ 2.54	70	2.39
Coremakers, hand .....	103	2.85	205	2.98	15	2.33	52	3.06	87	2.95	14	3.21
Coremakers, machine <sup>3</sup> .....	129	2.36	143	3.05	-	-	32	2.75	-	-	-	-
Core-blowing machine .....	100	2.26	91	2.98	-	-	22	2.70	31	3.08	-	-
Electricians, maintenance .....	237	3.28	31	3.68	35	3.54	161	3.29	-	-	11	2.40
Helpers, maintenance trades .....	133	2.64	-	-	-	-	53	2.49	-	-	-	-
Laborers, general foundry .....	1,409	2.16	-	-	130	2.19	635	2.26	-	-	304	2.16
Molders, floor .....	54	3.28	167	3.54	-	-	30	3.42	103	3.38	-	-
Molders, machine .....	49	3.04	542	3.49	-	-	32	3.05	324	3.15	-	-
Pourers, metal .....	197	2.47	175	2.96	64	2.71	77	2.42	117	2.92	-	-
Sand mixers .....	145	2.39	56	2.95	14	2.49	70	2.43	35	2.95	10	2.47
Sand- or shot-blast operators .....	39	2.38	-	-	-	-	27	2.47	-	-	-	-
Shakeout men .....	167	2.15	131	2.78	-	-	80	2.28	55	2.56	-	-
Tumbler operators .....	29	2.28	20	2.89	-	-	17	2.27	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 24. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—Alabama

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$1.40 and under \$1.50	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over			
			36	28	2	3	5	3	539	771	347	649	1544	1000	556	578	389	554	841	789	549	144	45	28	13	21	41			
All workers <sup>2</sup>	9,475	\$2.70	36	28	2	3	5	3	539	771	347	649	1544	1000	556	578	389	554	841	789	549	144	45	28	13	21	41			
Carpenters, maintenance	47	\$3.05	-	-	-	-	-	-	-	-	-	2	6	2	-	3	-	3	8	23	-	-	-	-	-	-	-	-		
Time	43	3.02	-	-	-	-	-	-	-	-	-	2	6	2	-	3	-	3	8	19	-	-	-	-	-	-	-	-		
Centrifugal-casting-machine operators, pipe <sup>3</sup>	172	3.37	-	-	-	-	-	-	-	-	-	1	-	7	2	4	2	11	39	22	40	19	11	10	3	1	-	-		
Time	44	3.05	-	-	-	-	-	-	-	-	-	-	-	7	2	3	2	8	8	-	14	-	-	-	-	-	-	-		
Metal molds	141	3.43	-	-	-	-	-	-	-	-	-	-	-	4	-	1	1	9	34	16	33	19	11	10	2	1	-	-		
Time	33	3.16	-	-	-	-	-	-	-	-	-	-	-	4	-	-	1	6	8	-	14	-	-	-	-	-	-	-		
Charging-machine operators <sup>4a/</sup>	15	2.43	-	-	-	-	-	-	-	-	4	-	8	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-		
Chippers and grinders <sup>5</sup>	415	2.40	2	4	-	-	-	-	21	82	20	18	157	68	23	4	3	1	6	4	-	1	1	-	-	-	-	-		
Time	328	2.36	2	4	-	-	-	-	21	78	-	2	149	53	17	1	-	1	-	-	-	-	-	-	-	-	-	-		
Incentive	87	2.54	-	-	-	-	-	-	4	20	16	8	15	6	3	3	-	6	4	-	1	1	-	-	-	-	-	-		
Chippers	40	2.42	-	-	-	-	-	-	17	-	-	1	5	14	1	-	-	-	1	-	1	-	-	-	-	-	-	-		
Time	37	2.35	-	-	-	-	-	-	17	-	-	1	5	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Grinders	160	2.42	2	4	-	-	-	-	4	36	2	6	50	34	7	3	3	1	4	3	-	-	-	1	-	-	-	-		
Time	130	2.34	2	4	-	-	-	-	4	36	-	2	46	33	1	1	-	1	-	-	-	-	-	-	-	-	-	-		
Chippers and grinders <sup>4a/</sup>	215	2.38	-	-	-	-	-	-	-	46	18	12	106	29	2	-	-	-	2	-	-	-	-	-	-	-	-	-		
Core assemblers and finishers <sup>4b/</sup>	7	2.90	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	4	-	-	-	-	-	-	-	-	-		
Coremakers, hand <sup>5</sup>	124	2.91	-	-	-	1	-	-	14	6	18	3	4	4	5	1	9	14	33	4	3	1	-	1	1	1	2			
Incentive	79	2.85	-	-	-	1	-	-	2	6	18	3	4	4	5	1	6	14	4	3	3	1	-	1	1	2				
Bench <sup>4b/</sup>	71	2.86	-	-	-	1	-	-	-	5	17	3	4	3	5	1	8	11	3	3	2	1	-	1	1	1	2			
Coremakers, machine, core-blowing machine	46	2.97	-	-	-	-	-	-	-	1	-	-	9	4	3	10	4	-	10	1	-	2	1	-	1	-	-			
Time	21	2.70	-	-	-	-	-	-	-	-	-	-	9	2	5	3	-	-	-	-	-	-	-	-	-	-	-			
Incentive	25	3.20	-	-	-	-	-	-	-	1	-	-	-	2	1	5	1	-	10	1	-	2	1	-	1	-	-			
Crane operators, electric bridge	150	2.96	-	-	-	-	-	-	-	1	-	-	6	8	48	-	10	53	24	-	-	-	-	-	-	-	-			
Time	135	2.91	-	-	-	-	-	-	-	1	-	-	6	8	48	-	10	52	10	-	-	-	-	-	-	-	-			
Under 20 tons	126	2.97	-	-	-	-	-	-	-	1	-	-	3	8	39	-	10	45	20	-	-	-	-	-	-	-	-			
Time	111	2.91	-	-	-	-	-	-	-	1	-	-	3	8	39	-	10	44	6	-	-	-	-	-	-	-	-			
20 tons and over (all time)	24	2.90	-	-	-	-	-	-	-	-	-	-	3	-	9	-	-	8	4	-	-	-	-	-	-	-	-			
Cupola tenders <sup>4a/</sup>	23	2.59	-	2	-	-	-	-	-	3	3	-	3	3	4	-	-	3	-	2	-	-	-	-	-	-	-			
Electricians, maintenance	124	3.32	-	-	-	-	-	-	-	-	-	-	-	-	1	-	21	21	30	25	26	-	-	-	-	-	-			
Time	118	3.31	-	-	-	-	-	-	-	-	-	-	-	-	1	-	21	21	30	25	20	-	-	-	-	-	-			
Furnace tenders, electric <sup>4a/</sup>	21	2.96	-	-	-	-	-	-	-	-	-	6	-	-	-	1	2	7	5	-	-	-	-	-	-	-	-			
Helpers, maintenance trades <sup>4a/</sup>	47	2.47	-	-	-	-	-	2	3	4	-	17	16	1	4	-	-	-	-	-	-	-	-	-	-	-	-			
Inspectors, class B	79	3.05	-	-	-	-	-	-	-	-	2	4	2	11	1	2	2	20	30	5	-	-	-	-	-	-	-			
Time	47	3.02	-	-	-	-	-	-	-	-	2	3	1	7	-	1	-	13	19	1	-	-	-	-	-	-	-			
Inspectors, class C	113	2.67	-	-	-	-	-	-	15	6	6	10	14	8	5	11	27	4	5	1	-	1	-	1	-	-	-			
Time	63	2.62	-	-	-	-	-	-	15	1	1	5	7	4	1	2	25	2	-	-	-	-	-	-	-	-	-			
Laborers, general foundry (all time)	375	2.20	-	-	-	-	-	252	-	1	-	100	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling	433	2.25	3	-	-	-	-	102	166	-	70	48	19	-	-	2	1	16	1	3	2	-	-	-	-	-	-			
Time	405	2.20	3	-	-	-	-	102	166	-	69	47	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of table.

Table 24. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—Alabama—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																								
			\$1.40 and under	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over
			\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	over
Machinists, maintenance (all time)-----	181	\$3.18	-	-	-	-	-	-	-	-	-	-	-	-	1	5	4	43	56	11	57	4	-	-	-	-	-
Mechanics, maintenance <sup>4a/</sup> -----	276	3.16	-	-	-	-	-	-	-	-	-	4	4	1	3	3	-	75	64	58	62	2	-	-	-	-	-
Molders, floor-----	76	3.38	-	-	-	-	-	-	-	-	1	-	2	5	5	6	-	4	5	15	14	6	2	3	1	2	5
Time-----	20	3.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	10	1	-	-	-	-	-
Molders, machine-----	315	3.15	-	-	-	-	-	-	1	2	8	14	25	21	30	23	23	27	35	29	14	7	11	3	10	10	22
Incentive-----	303	3.15	-	-	-	-	-	-	1	2	8	14	25	17	30	23	23	26	35	22	14	7	11	3	10	10	22
Patternmakers, metal (all time)-----	21	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	1	12	-	-	-	-	-	-
Patternmakers, wood-----	47	3.35	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	12	5	13	4	-	6	-	-	-
Time-----	43	3.32	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	12	5	13	-	-	6	-	-	-
Pourers, metal-----	164	2.68	-	5	-	-	-	-	3	23	-	3	13	28	16	18	5	7	25	10	7	1	-	-	-	-	-
Time-----	63	2.37	-	5	-	-	-	-	21	-	1	8	16	3	4	2	1	2	-	-	-	-	-	-	-	-	-
Incentive-----	101	2.87	-	-	-	-	-	-	3	2	-	2	5	12	13	14	3	6	23	10	7	1	-	-	-	-	-
Sand mixers-----	87	2.61	-	-	1	-	-	-	4	12	3	7	5	26	1	4	4	4	6	3	6	-	-	-	-	1	-
Time-----	58	2.39	-	-	1	-	-	-	4	12	3	6	4	24	1	-	-	3	-	-	-	-	-	-	-	-	-
Incentive-----	29	3.06	-	-	-	-	-	-	-	-	-	1	1	2	-	4	4	1	6	3	6	-	-	-	1	-	-
Sand-slinger operators <sup>4b/</sup> -----	23	2.98	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	4	3	4	2	-	-	-	-	-
Shakeout men-----	114	2.37	-	4	-	-	-	-	7	9	30	9	28	11	4	2	4	3	3	-	-	-	-	-	-	-	-
Time-----	70	2.23	-	4	-	-	-	-	7	9	26	1	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	44	2.58	-	-	-	-	-	-	-	-	4	8	9	7	4	2	4	3	3	-	-	-	-	-	-	-	-
Shell-mold- and/or shell-core-machine operators-----	52	2.86	1	1	1	-	-	1	-	3	1	1	1	1	-	11	5	6	6	6	2	3	2	-	-	-	-
Time-----	12	2.68	-	-	-	-	-	-	-	3	-	-	-	-	-	-	6	-	2	-	1	-	-	-	-	-	-
Incentive-----	40	2.92	1	1	1	-	-	1	-	-	1	1	1	1	-	5	5	4	6	5	2	3	2	-	-	-	-
Truckers, power-----	203	2.45	-	-	-	1	-	-	-	69	5	44	23	4	19	11	4	7	6	10	-	-	-	-	-	-	-
Time-----	194	2.44	-	-	-	1	-	-	-	68	5	43	23	3	18	8	2	7	6	10	-	-	-	-	-	-	-
Forklift-----	141	2.42	-	-	-	1	-	-	-	58	-	44	6	2	6	3	-	6	5	10	-	-	-	-	-	-	-
Time-----	136	2.41	-	-	-	1	-	-	-	57	-	43	6	2	5	1	-	6	5	10	-	-	-	-	-	-	-
Other than forklift-----	62	2.51	-	-	-	-	-	-	-	11	5	-	17	2	13	8	4	1	1	-	-	-	-	-	-	-	-
Time-----	58	2.49	-	-	-	-	-	-	-	11	5	-	17	1	13	7	2	1	1	-	-	-	-	-	-	-	-
Tumbler operators <sup>4a/</sup> -----	19	2.27	-	-	-	-	-	-	10	-	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Welders, hand (all time) <sup>3</sup> -----	50	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	12	3	3	26	-	-	-	-	-
Repairing-----	10	3.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	3	1	1	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 75 percent of the production workers covered by the study were paid on a time basis.

<sup>2</sup> Virtually all production workers were men; data for the selected production occupations were limited to men.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

<sup>4</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

<sup>5</sup> Includes workers who specialize on either chipping or grinding work, as well as those who perform both types of operations.

Table 25. Occupational Earnings: Gray Iron Pipe and Fittings Foundries—Birmingham, Ala.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$1.40 and under \$1.50	\$1.50-\$1.60	\$1.60-\$1.70	\$1.70-\$1.80	\$1.80-\$1.90	\$1.90-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.80	\$3.80 and over		
			23	28	2	3	1	1	1	90	50	249	1228	809	430	374	281	334	262	243	205	472	244	186	102	28		
All workers <sup>3</sup>	5,646	\$2.80	23	28	2	3	1	1	1	90	50	249	1228	809	430	374	281	334	262	243	205	472	244	186	102	28		
Carpenters, maintenance	31	\$3.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	12	11	-	-	-	-		
Time	27	3.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	8	11	-	-	-	-		
Centrifugal-casting-machine operators, pipe <sup>4</sup>	42	3.13	-	-	-	-	-	-	-	-	-	-	-	7	2	3	2	2	4	4	-	-	3	11	4	-		
Time	38	3.06	-	-	-	-	-	-	-	-	-	-	-	7	2	3	2	2	4	4	-	-	3	11	4	-		
Metal molds	31	3.28	-	-	-	-	-	-	-	-	-	-	-	4	-	-	1	-	4	4	-	-	3	11	4	-		
Time	27	3.21	-	-	-	-	-	-	-	-	-	-	-	4	-	1	-	4	4	-	-	3	11	4	-	-		
Charging-machine operators <sup>5a/</sup>	7	2.53	-	-	-	-	-	-	-	-	-	4	-	2	-	1	-	-	-	-	-	-	-	-	-	-		
Chippers and grinders <sup>45a/</sup>	254	2.52	2	4	-	-	-	-	1	2	6	135	61	23	4	3	1	6	-	1	3	-	-	1	1	1		
Grinders	121	2.52	2	4	-	-	-	-	1	2	6	50	34	7	3	1	4	-	-	3	-	-	-	-	-	1		
Time	91	2.44	2	4	-	-	-	-	1	2	46	33	1	1	1	1	-	1	-	3	1	-	-	-	-	-		
Core assemblers and finishers <sup>5b/</sup>	7	2.90	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	3	1	-	-	-	-	-	-	-		
Coremakers, hand <sup>5a/</sup>	64	3.07	-	-	1	-	-	-	-	1	2	2	3	2	4	4	-	4	4	2	1	29	1	1	3	-		
Coremakers, machine, core-blowing machine	23	2.79	-	-	-	-	-	-	-	1	-	3	4	3	6	4	-	-	-	1	-	-	1	-	-	-		
Time	15	2.76	-	-	-	-	-	-	-	-	-	3	2	5	3	-	-	-	-	-	-	-	-	-	-	-		
Crane operators, electric bridge <sup>4</sup>	99	3.09	-	-	-	-	-	-	-	-	-	-	-	-	12	-	10	30	23	8	16	-	-	-	-	-		
Time	84	3.04	-	-	-	-	-	-	-	-	-	-	-	-	12	-	10	29	23	8	2	-	-	-	-	-		
Under 20 tons	87	3.08	-	-	-	-	-	-	-	-	-	-	-	-	12	-	10	23	22	4	16	-	-	-	-	-		
Time	72	3.03	-	-	-	-	-	-	-	-	-	-	-	-	12	-	10	22	22	4	2	-	-	-	-	-		
Cupola tenders	14	2.72	-	2	-	-	-	-	-	-	-	-	-	3	4	-	-	2	1	-	-	2	-	-	-	-		
Time	11	2.62	-	2	-	-	-	-	-	-	-	-	-	3	4	-	-	-	-	-	-	2	-	-	-	-		
Electricians, maintenance	83	3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	28	22	3	26	-			
Time	77	3.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	28	22	3	20	-			
Furnace tenders, electric <sup>5a/</sup>	21	2.96	-	-	-	-	-	-	-	-	6	-	-	-	-	1	2	1	6	-	5	-	-	-	-	-		
Inspectors, class B <sup>5a/</sup>	73	3.09	-	-	-	-	-	-	-	-	2	4	2	5	1	2	2	11	9	19	11	2	3	-	-	-		
Inspectors, class C	81	2.83	-	-	-	-	-	-	-	-	1	6	12	8	5	11	27	2	2	1	4	1	-	-	1	-		
Time	47	2.77	-	-	-	-	-	-	-	-	1	5	7	4	1	2	25	1	1	-	-	-	-	-	-	-		
Laborers, general foundry (all time)	123	2.47	-	-	-	-	-	-	-	1	-	100	22	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling <sup>5a/</sup>	96	2.62	3	-	-	-	-	-	-	1	48	19	-	-	-	2	1	15	1	1	2	1	2	1	2	-		
Machinists, maintenance (all time)	83	3.42	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	8	1	10	45	12	4	-			
Mechanics, maintenance	141	3.36	-	-	-	-	-	-	-	-	-	1	2	-	-	6	2	8	9	49	24	38	2	-	-			
Molders, floor	23	3.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	8	-	10	3	-	-			
Time	20	3.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	-	10	1	-	-			
Patternmakers, wood	29	3.56	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	5	13	-	4	6			
Time	25	3.53	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	5	13	-	-	6	-			
Pourers, metal <sup>5b/</sup>	93	2.64	-	5	-	-	-	-	1	-	3	13	28	8	11	3	3	7	9	1	-	-	1	-	-	-		
Sand mixers <sup>5a/</sup>	40	2.60	-	1	-	-	-	-	-	1	5	19	1	4	4	4	1	-	-	-	-	-	-	-	-	-		
Shakeout men	41	2.48	-	4	-	-	-	-	-	-	3	15	8	3	1	3	2	1	1	-	-	-	-	-	-	-		
Time	21	2.30	-	4	-	-	-	-	-	-	1	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Shell-mold and/or shell-core-machine operators <sup>5b/</sup>	27	2.73	1	1	1	-	1	-	-	1	1	1	1	1	9	1	2	1	-	3	1	-	-	2	-			
Truckers, power	69	2.79	-	-	1	-	-	-	1	-	1	5	4	19	11	4	7	-	6	10	-	-	-	-	-	-		
Time	60	2.81	-	-	1	-	-	-	-	-	5	3	18	8	2	7	-	6	10	-	-	-	-	-	-			
Forklift	38	2.85	-	-	1	-	-	-	1	-	1	3	2	6	3	-	6	-	5	10	-	-	-	-	-			
Time	33	2.90	-	-	1	-	-	-	-	-	3	2	5	1	-	6	-	5	10	-	-	-	-	-	-			
Other than forklift	31	2.71	-	-	-	-	-	-	-	-	2	2	13	8	4	1	-	1	-	-	-	-	-	-	-			
Time	27	2.70	-	-	-	-	-	-	-	-	2	1	13	7	2	1	-	1	-	-	-	-	-	-	-			
Welders, hand (all time) <sup>4</sup>	37	3.36	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	-	3	1	2	10	16	-	-			
Repairing	8	3.10	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3	1	-	-	1	-	-			

<sup>1</sup> The Birmingham Standard Metropolitan Statistical Area consists of Jefferson, Shelby, and Walker Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 80 percent of the production workers covered by the study were paid on a time basis.

<sup>3</sup> Virtually all production workers were men; data for the selected production occupations were limited to men.

<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

<sup>5</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 26. Occupational Earnings: Malleable Iron Foundries—All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic				Great Lakes			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
<b>Men</b>												
Carpenters, maintenance	51	\$3.02	\$3.07	\$2.84-3.19	-	-	-	-	40	\$3.08	\$3.09	\$2.87-3.22
Charging-machine operators	32	2.86	2.80	2.61-3.12	-	-	-	-	22	2.86	2.82	2.74-3.11
Chippers and grinders	1,564	3.06	3.04	2.35-3.48	317	\$2.91	\$3.12	\$2.36-3.20	1,015	3.23	3.20	2.62-3.67
Chippers	319	3.15	2.96	2.56-3.53	41	2.62	2.65	2.31-2.65	214	3.44	3.27	2.90-3.87
Grinders	1,004	3.13	3.20	2.42-3.60	270	2.95	3.20	2.36-3.20	633	3.26	3.29	2.58-3.66
Chippers and grinders	241	2.69	2.61	2.15-2.95	-	-	-	-	168	2.82	2.65	2.15-3.11
Core assemblers and finishers	123	2.40	2.27	2.25-2.53	23	2.55	2.53	2.39-2.60	-	-	-	-
Coremakers, hand <sup>4</sup>	158	3.39	3.30	2.89-3.69	40	2.95	2.85	2.68-3.27	91	3.42	3.38	3.01-3.82
Bench	131	3.31	3.30	2.80-3.71	38	2.91	2.82	2.68-3.23	70	3.44	3.49	3.00-4.00
Coremakers, machine <sup>4</sup>	369	3.33	3.27	2.93-3.81	37	3.09	2.93	2.70-3.50	304	3.42	3.34	3.00-3.90
Core-blowing machine	294	3.40	3.36	2.97-3.90	-	-	-	-	255	3.46	3.36	3.01-3.90
Turn-over-draw machine	53	3.01	2.93	2.75-3.08	-	-	-	-	29	3.23	3.08	2.93-3.67
Crane operators, electric bridge <sup>5</sup>	116	2.94	2.77	2.65-3.36	23	2.67	2.64	2.57-2.74	82	3.11	2.94	2.75-3.43
Under 20 tons	72	2.68	2.67	2.56-2.80	21	2.69	2.69	2.59-2.74	40	2.78	2.76	2.67-2.82
Cupola tenders	89	2.78	2.77	2.61-2.89	-	-	-	-	73	2.84	2.79	2.65-2.90
Electricians, maintenance	164	3.26	3.24	2.94-3.50	21	3.10	2.94	2.94-3.42	125	3.35	3.31	3.09-3.54
Furnace tenders	84	3.35	3.13	2.95-4.09	19	3.02	3.05	2.88-3.26	53	3.59	3.16	3.02-4.09
Electric	65	3.48	3.16	3.02-4.09	-	-	-	-	43	3.71	4.09	3.12-4.09
Open-hearth	19	2.93	2.89	2.69-3.08	-	-	-	-	10	3.09	-	-
Furnace tender's helpers	47	2.80	2.78	2.40-3.24	-	-	-	-	26	2.97	3.15	2.64-3.43
Helpers, maintenance trades	96	2.78	2.90	2.47-2.90	-	-	-	-	85	2.83	2.90	2.74-2.90
Inspectors, class A	106	3.05	2.81	2.77-3.38	-	-	-	-	77	2.98	2.80	2.77-2.85
Inspectors, class B	163	3.02	2.72	2.33-3.53	-	-	-	-	133	3.07	2.67	2.24-3.82
Inspectors, class C	420	2.62	2.47	2.29-2.73	-	-	-	-	328	2.70	2.65	2.30-2.73
Laborers, general foundry	1,958	2.45	2.48	2.24-2.57	318	2.39	2.37	2.28-2.54	1,414	2.52	2.53	2.34-2.59
Laborers, material handling	263	2.64	2.57	2.39-2.81	-	-	-	-	251	2.64	2.57	2.40-2.81
Machinists, maintenance	53	3.27	3.18	3.09-3.38	-	-	-	-	35	3.40	3.34	3.09-3.74
Mechanics, maintenance	487	3.13	3.09	2.78-3.33	51	2.95	2.99	2.75-2.99	430	3.16	3.11	2.84-3.38
Molders, floor	85	3.41	3.37	3.04-3.69	-	-	-	-	60	3.37	3.37	3.10-3.54
Molders, hand, bench	77	3.66	3.85	3.04-4.00	-	-	-	-	38	3.79	4.00	3.23-4.30
Molders, machine	1,874	3.59	3.54	3.12-4.11	395	3.30	3.13	3.02-3.83	1,174	3.63	3.57	3.15-4.13
Patternmakers, metal	94	3.84	3.50	3.29-4.35	-	-	-	-	65	4.12	3.88	3.50-4.35
Patternmakers, wood	36	3.46	3.02	2.94-4.39	-	-	-	-	19	3.93	4.35	2.94-4.53
Pourers, metal	498	3.18	3.14	2.78-3.65	124	3.00	2.95	2.77-3.09	320	3.43	3.39	3.11-3.75
Repairmen, wood patterns	73	2.89	2.82	2.65-3.39	-	-	-	-	52	2.96	3.09	2.60-3.42
Sand mixers	188	2.68	2.65	2.43-2.84	42	2.59	2.59	2.46-2.79	136	2.73	2.66	2.43-2.99
Sand- or shot-blast operators	115	3.14	2.68	2.39-3.80	12	3.15	-	-	96	3.20	2.78	2.42-3.85
Shakeout men	313	2.92	2.89	2.61-3.11	38	2.65	2.56	2.34-2.84	248	3.06	3.02	2.68-3.20
Shell-mold- and/or shell-core-machine operators	128	2.99	2.93	2.65-3.35	-	-	-	-	105	3.08	3.07	2.65-3.35
Truckers, power	554	2.59	2.63	2.33-2.79	51	2.40	2.35	2.33-2.47	436	2.67	2.73	2.43-2.81
Forklift	411	2.64	2.72	2.35-2.80	34	2.41	2.36	2.35-2.47	337	2.71	2.73	2.51-2.83
Other than forklift	143	2.44	2.43	2.12-2.79	17	2.36	2.33	2.33-2.40	99	2.53	2.51	2.20-2.79
Tumbler operators	57	3.12	3.01	2.58-3.42	17	2.81	2.66	2.58-3.01	39	3.29	3.38	2.46-3.60
Welders, hand <sup>4</sup>	80	2.89	2.81	2.43-3.33	14	2.66	-	-	59	2.90	2.73	2.14-3.45
Repairing	50	2.72	2.59	2.14-3.09	14	2.66	-	-	29	2.63	2.14	2.14-3.02
<b>Women</b>												
Core assemblers and finishers	54	2.57	2.53	2.53-2.67	-	-	-	-	42	2.55	2.53	2.46-2.67
Coremakers, machine <sup>4</sup>	66	3.19	3.07	2.78-3.62	-	-	-	-	33	3.57	3.64	3.01-3.95
Core-blowing machine	42	3.23	3.01	2.54-3.81	-	-	-	-	30	3.53	3.54	3.01-3.95

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers.

<sup>4</sup> Includes data for types of machines in addition to those shown separately.

<sup>5</sup> Includes data for workers operating electric bridge cranes in addition to those shown separately.

<sup>6</sup> Includes data for workers not shown separately who perform assembling and a combination of assembling and repairing of castings by welding.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 27. Occupational Earnings: Malleable Iron Foundries—By Community Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in metropolitan and nonmetropolitan areas, United States and selected region, November 1967)

Occupation	United States <sup>2</sup>				Great Lakes			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Carpenters, maintenance .....	23	\$ 3.04	28	\$ 2.99	16	\$ 3.13	24	\$ 3.05
Charging-machine operators .....	14	2.90	18	2.82	-	-	18	2.82
Chippers and grinders .....	843	3.19	721	2.92	542	3.27	473	3.17
Core assemblers and finishers .....	36	2.46	-	-	15	2.55	-	-
Coremakers, hand .....	96	3.59	62	3.09	63	3.50	28	3.25
Coremakers, machine <sup>3</sup> .....	184	3.37	185	3.29	140	3.45	164	3.40
Core-blowing machine .....	144	3.46	150	3.33	120	3.48	135	3.43
Crane operators, electric bridge .....	72	3.10	44	2.69	-	-	35	2.75
Cupola tenders .....	46	2.92	43	2.63	37	2.99	36	2.70
Electricians, maintenance .....	82	3.42	82	3.10	60	3.53	65	3.19
Helpers, maintenance trades .....	74	2.87	22	2.49	71	2.89	14	2.55
Inspectors, class B .....	89	2.99	74	3.06	65	3.06	68	3.08
Inspectors, class C .....	173	3.03	247	2.34	157	3.08	-	-
Laborers, general foundry .....	1,250	2.45	708	2.46	958	2.49	456	2.57
Laborers, material handling .....	81	2.81	182	2.56	74	2.80	177	2.57
Machinists, maintenance .....	35	3.29	18	3.23	21	3.44	-	-
Mechanics, maintenance .....	232	3.17	255	3.09	200	3.19	230	3.13
Molders, floor .....	57	3.35	28	3.52	44	3.32	16	3.52
Molders, hand, bench .....	45	3.64	-	-	30	3.95	-	-
Molders, machine .....	1,117	3.64	757	3.51	631	3.67	543	3.58
Patternmakers, wood .....	24	3.73	12	2.93	-	-	-	-
Pourers, metal .....	277	3.31	221	3.00	188	3.47	132	3.38
Repairmen, wood patterns .....	29	2.89	44	2.90	8	3.29	44	2.90
Sand mixers .....	94	2.81	94	2.55	59	2.93	77	2.59
Sand- or shot-blast operators .....	47	3.32	68	3.02	-	-	55	3.07
Shakeout men .....	196	2.97	117	2.83	161	3.05	87	3.07
Shell-mold- and/or shell-core- machine operators .....	63	3.18	65	2.81	53	3.18	52	2.96
Truckers, power .....	237	2.71	317	2.49	207	2.73	229	2.61
Forklift .....	172	2.80	239	2.52	151	2.82	186	2.61
Other than forklift .....	65	2.49	78	2.39	56	2.49	43	2.59
Tumbler operators .....	31	2.92	26	3.36	14	3.05	25	3.42

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to the Great Lakes region.<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 28. Occupational Earnings: Malleable Iron Foundries—By Establishment Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>		Middle Atlantic		Great Lakes	
	Establishments with 100 workers or more					
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders.....	1,558	\$3.06	311	\$2.90	1,015	\$3.23
Core assemblers and finishers .....	123	2.40	23	2.55	-	-
Coremakers, hand .....	158	3.39	40	2.95	91	3.42
Coremakers, machine <sup>3</sup> .....	367	3.33	35	3.09	304	3.42
Core-blowing machine.....	294	3.40	-	-	255	2.46
Crane operators, electric bridge .....	116	2.94	23	2.67	82	3.11
Cupola tenders.....	89	2.78	-	-	73	2.84
Helpers, maintenance trades .....	96	2.78	-	-	85	2.83
Inspectors, class C.....	420	2.62	-	-	328	2.70
Laborers, general foundry.....	1,948	2.46	308	2.40	1,414	2.52
Laborers, material handling .....	263	2.64	-	-	251	2.64
Mechanics, maintenance .....	487	3.13	51	2.95	430	3.16
Molders, floor .....	85	3.41	-	-	60	3.37
Molders, hand, bench .....	77	3.66	-	-	38	3.79
Molders, machine .....	1,852	3.60	373	3.36	1,174	3.63
Patternmakers, wood .....	36	3.46	-	-	19	3.93
Pourers, metal.....	498	3.18	124	3.00	320	3.43
Repairmen, wood patterns .....	73	2.89	-	-	52	2.96
Sand mixers .....	186	2.68	40	2.62	136	2.73
Sand- or shot-blast operators.....	115	3.14	12	3.15	96	3.20
Shakeout men.....	309	2.92	34	2.63	248	3.06
Shell-mold- and/or shell-core-machine operators.....	128	2.99	-	-	105	3.08
Truckers, power.....	554	2.59	51	2.40	436	2.67
Tumbler operators .....	55	3.12	-	-	39	3.29

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> Includes data for regions in addition to those shown separately.  
<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 29. Occupational Earnings: Malleable Iron Foundries—By Labor-Management Contract Coverage

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>		Middle Atlantic		Great Lakes	
	Establishments with majority covered—					
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders .....	1,510	\$3.07	317	\$2.91	961	\$3.24
Core assemblers and finishers .....	123	2.40	23	2.55	-	-
Coremakers, hand .....	143	3.41	40	2.95	76	3.46
Coremakers, machine <sup>3</sup> .....	363	3.33	37	3.09	298	3.42
Core-blowing machine.....	294	3.40	-	-	255	3.46
Crane operators, electric bridge .....	116	2.94	23	2.67	82	3.11
Cupola tenders.....	80	2.78	-	-	64	2.85
Helpers, maintenance trades .....	93	2.80	-	-	82	2.86
Laborers, general foundry.....	1,859	2.45	318	2.39	1,315	2.51
Laborers, material handling .....	260	2.65	-	-	248	2.65
Mechanics, maintenance.....	481	3.13	51	2.95	424	3.16
Molders, floor.....	79	3.35	-	-	54	3.28
Molders, hand, bench .....	77	3.66	-	-	38	3.79
Molders, machine .....	1,790	3.59	395	3.30	1,090	3.63
Patternmakers, wood.....	36	3.46	-	-	19	3.93
Pourers, metal.....	498	3.18	124	3.00	320	3.43
Sand mixers .....	185	2.68	42	2.59	133	2.74
Sand- or shot-blast operators.....	103	3.24	12	3.15	84	3.32
Shakeout men.....	313	2.93	38	2.65	248	3.06
Truckers, power.....	554	2.59	51	2.40	436	2.67
Tumbler operators .....	57	3.12	17	2.81	39	3.29

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> Includes data for regions in addition to those shown separately.  
<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 30. Occupational Earnings: Malleable Iron Foundries—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic				Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders.....	440	\$2.45	1,124	\$3.30	-	-	242	\$3.07	236	\$2.70	779	\$3.39
Core assemblers and finishers.....	99	2.31	24	2.78	-	-	-	-	-	-	11	3.02
Coremakers, hand.....	33	2.89	125	3.53	-	-	22	3.06	14	3.02	77	3.50
Coremakers, machine <sup>3</sup> .....	38	2.55	331	3.42	20	\$2.70	17	3.54	-	-	295	3.44
Core-blowing machine.....	18	2.39	276	3.46	-	-	-	-	-	-	246	3.48
Cupola tenders.....	68	2.79	21	2.76	-	-	-	-	56	2.87	17	2.76
Inspectors, class B.....	129	2.78	-	-	-	-	-	-	99	2.77	-	-
Inspectors, class C.....	225	2.57	-	-	-	-	-	-	148	2.71	-	-
Laborers, general foundry.....	1,833	2.44	-	-	312	2.38	-	-	1,301	2.51	-	-
Molders, floor.....	37	3.28	48	3.51	-	-	-	-	22	3.19	38	3.48
Molders, hand, bench.....	33	3.39	44	3.85	-	-	-	-	21	3.64	-	-
Molders, machine.....	-	-	1,763	3.55	-	-	393	3.31	-	-	1,092	3.59
Pourers, metal.....	168	2.89	330	3.32	-	-	72	3.09	79	3.42	241	3.43
Sand mixers.....	144	2.55	44	3.11	38	2.59	-	-	97	2.56	39	3.17
Sand- or shot-blast operators.....	43	3.01	72	3.22	-	-	-	-	26	3.21	70	3.19
Shakeout men.....	90	2.38	223	3.13	-	-	-	-	42	2.61	206	3.15
Shell-mold- and/or shell-core- machine operators.....	35	2.48	93	3.19	-	-	-	-	-	-	81	3.20
Welders, hand.....	53	2.67	27	3.31	14	2.66	-	-	39	2.67	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 31. Occupational Earnings: Steel Foundries—All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic				Southeast				Southwest			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
<b>Men</b>																
Carpenters, maintenance	165	\$3.11	\$3.15	\$2.93-\$3.31	51	\$3.02	\$3.03	\$2.87-\$3.12	-	-	-	-	-	-	-	
Charging-machine operators	70	2.79	2.77	2.66-2.97	8	2.96	-	-	-	-	-	-	-	-	-	
Chippers and grinders	6,062	3.01	2.84	2.61-3.22	1,663	3.07	2.83	2.62-3.45	240	\$2.31	\$2.52	\$1.94-\$2.59	399	\$2.15	\$2.12	\$1.78-\$2.33
Chippers	1,699	3.18	3.00	2.75-3.43	463	3.31	3.11	2.56-3.88	-	-	-	-	68	2.05	2.13	2.13-2.17
Grinders	1,765	2.93	2.75	2.54-3.10	416	2.91	2.60	2.53-3.11	-	-	-	-	126	2.35	2.43	1.65-2.77
Chippers and grinders	2,598	2.96	2.83	2.62-3.14	784	3.02	2.83	2.68-3.04	152	2.28	2.53	1.80-2.59	205	2.07	2.12	1.80-2.12
Core assemblers and finishers	499	3.01	2.81	2.59-3.30	111	3.37	3.11	2.68-3.81	-	-	-	-	49	2.30	2.23	2.12-2.45
Coremakers, hand	1,360	3.37	3.23	2.97-3.58	320	3.24	3.10	2.88-3.53	47	2.83	3.03	2.44-3.11	85	2.81	2.82	2.62-3.11
Bench	570	3.49	3.28	2.97-3.99	139	3.30	3.27	2.82-3.98	11	2.95	-	-	43	2.45	2.62	2.10-2.82
Floor	283	3.39	3.22	3.14-3.33	97	3.37	3.23	2.96-3.95	-	-	-	-	-	-	-	-
Bench and floor	507	3.22	3.07	2.87-3.50	84	3.00	2.97	2.80-3.03	-	-	-	-	37	3.26	2.93	2.83-3.51
Coremakers, machine <sup>4</sup>	526	3.46	3.28	2.97-3.94	213	3.61	3.79	2.97-4.24	14	3.09	-	-	-	-	-	-
Core-blowing machine	356	3.41	3.28	3.00-3.94	101	3.52	3.94	3.33-3.94	12	3.06	-	-	-	-	-	-
Turn-over-draw machine	46	3.49	3.63	3.08-3.70	-	-	-	-	-	-	-	-	-	-	-	-
Crane operators, electric bridge	1,682	2.92	2.88	2.78-3.06	540	2.86	2.82	2.72-2.99	61	2.61	2.80	2.28-2.80	110	2.53	2.65	2.20-2.81
Under 20 tons	1,252	2.93	2.89	2.78-3.09	345	2.84	2.81	2.70-2.95	61	2.61	2.80	2.28-2.80	97	2.57	2.65	2.22-2.84
20 tons and over	430	2.90	2.85	2.80-2.99	195	2.88	2.82	2.78-2.99	-	-	-	-	-	-	-	-
Electricians, maintenance	518	3.30	3.25	3.06-3.52	121	3.20	3.26	2.99-3.32	-	-	-	-	16	2.94	2.83	2.75-3.06
Furnace tenders	590	3.21	3.15	3.02-3.37	127	3.17	3.19	2.87-3.39	22	2.95	3.03	3.00-3.10	37	2.89	3.05	2.65-3.20
Electric	525	3.20	3.14	3.02-3.35	112	3.11	3.10	2.82-3.39	19	3.06	3.03	3.00-3.10	37	2.89	3.05	2.65-3.20
Open-hearth	65	3.26	3.25	3.18-3.44	15	3.58	3.34	3.34-4.02	-	-	-	-	-	-	-	-
Furnace tender's helpers	469	2.80	2.79	2.58-2.99	109	2.74	2.64	2.54-2.87	20	2.09	2.01	1.78-2.37	34	2.14	1.92	1.92-2.01
Helpers, maintenance trades	230	2.58	2.53	2.53-2.75	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class A	426	3.09	2.99	2.84-3.34	43	3.31	3.44	3.13-3.50	-	-	-	-	19	3.27	3.12	3.12-3.40
Inspectors, class B	508	2.92	2.90	2.68-3.06	171	2.88	2.90	2.68-3.02	-	-	-	-	-	-	-	-
Inspectors, class C	374	2.86	2.73	2.69-2.91	98	2.71	2.72	2.63-2.72	-	-	-	-	25	2.40	2.36	2.23-2.37
Laborers, general foundry	2,469	2.47	2.49	2.37-2.65	766	2.61	2.52	2.40-2.80	50	2.22	2.42	1.74-2.47	319	1.76	1.65	1.50-1.92
Laborers, material handling	410	2.49	2.54	2.37-2.66	97	2.37	2.37	2.22-2.59	-	-	-	-	-	-	-	-
Machinists, maintenance	209	3.37	3.39	3.15-3.53	45	3.29	3.32	3.22-3.50	-	-	-	-	-	-	-	-
Mechanics, maintenance	1,158	3.22	3.20	3.00-3.49	230	3.04	3.07	2.93-3.13	45	2.92	3.10	2.85-3.19	49	2.69	2.83	2.69-2.94
Molders, floor	1,762	3.29	3.22	2.98-3.44	445	3.24	3.12	2.96-3.23	103	2.95	3.10	2.70-3.25	91	2.97	2.83	2.82-3.36
Molders, hand, bench	226	3.11	2.97	2.97-3.39	24	2.81	2.72	2.70-2.96	-	-	-	-	-	-	-	-
Molders, machine	1,819	3.41	3.32	2.91-3.71	433	3.26	3.13	2.69-3.84	42	2.68	2.73	1.94-3.23	119	2.80	2.61	2.42-3.15
Patternmakers, metal	146	4.28	4.61	3.96-4.63	32	3.73	3.76	3.51-3.96	-	-	-	-	-	-	-	-
Patternmakers, wood	448	3.90	3.75	3.35-4.54	147	3.71	3.54	3.39-3.96	19	3.28	3.39	3.10-3.47	12	3.30	-	-
Pourers, metal	830	2.89	2.80	2.63-3.05	141	2.78	2.85	2.54-2.97	27	2.46	2.52	2.37-2.59	55	2.17	2.17	2.13-2.17
Repairmen, wood patterns	195	3.11	3.14	2.84-3.32	53	3.18	3.14	2.98-3.50	-	-	-	-	26	2.56	2.52	2.51-2.52
Sand mixers	593	2.75	2.72	2.59-2.94	124	2.72	2.72	2.59-2.74	32	2.23	2.37	1.87-2.53	45	2.22	2.13	2.00-2.43
Sand- or shot-blast operators	515	2.90	2.81	2.55-3.13	115	2.95	2.75	2.54-3.32	17	2.29	2.52	1.83-2.52	30	2.23	2.26	2.12-2.51
Sand-slinger operators	211	3.22	3.04	2.82-3.44	56	3.20	2.96	2.74-3.24	18	3.05	3.25	3.10-3.25	9	2.82	-	-
Shakeout men	899	2.65	2.62	2.40-2.79	223	2.69	2.50	2.32-2.71	53	2.25	2.37	1.82-2.52	69	2.06	1.93	1.92-2.28
Shell-mold- and/or shell-core-machine operators	252	3.16	3.00	2.75-3.25	49	2.98	2.95	2.75-3.05	-	-	-	-	13	2.45	-	-
Truckers, power	718	2.72	2.69	2.55-2.86	136	2.71	2.69	2.53-2.83	45	2.37	2.52	2.37-2.52	25	2.32	2.29	2.13-2.41
Forklift	571	2.73	2.69	2.55-2.86	117	2.70	2.68	2.52-2.83	-	-	-	-	25	2.32	2.29	2.13-2.41
Other than forklift	147	2.69	2.69	2.57-2.85	19	2.82	2.80	2.71-2.90	31	2.38	2.52	2.37-2.52	-	-	-	-
Tumbler operators	116	2.99	2.80	2.58-3.52	32	2.71	2.37	2.37-2.58	-	-	-	-	-	-	-	-
Welders, hand <sup>5</sup>	2,319	3.23	3.10	2.88-3.39	648	3.18	3.03	2.72-3.45	74	2.79	3.03	2.70-3.03	113	2.93	2.83	2.65-3.25
Assembling	346	3.41	3.07	2.75-3.58	157	2.95	2.88	2.72-3.07	-	-	-	-	-	-	-	-
Repairing	1,629	3.18	3.03	2.89-3.39	337	3.17	2.95	2.70-3.63	-	-	-	-	104	2.86	2.83	2.52-3.15
<b>Women</b>																
Inspectors, class B	227	2.43	2.42	2.42-2.42	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class C	213	2.33	2.30	2.20-2.57	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 31. Occupational Earnings: Steel Foundries—All Establishments—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, November 1967)

Occupation	Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
<b>Men</b>												
Carpenters, maintenance .....	92	\$3.15	\$3.20	\$3.05-\$3.31	-	-	-	-	13	\$3.29	-	-
Charging-machine operators .....	50	2.78	2.71	2.66-2.96	-	-	-	-	-	-	-	
Chippers and grinders .....	2,652	3.17	2.91	2.73-3.49	221	\$3.51	\$2.87	\$2.64-\$4.26	626	2.98	\$3.01	\$2.92-\$3.05
Chippers .....	755	3.26	3.00	2.86-3.43	99	3.76	2.87	2.78-5.02	217	2.99	3.01	3.01-3.01
Grinders .....	798	3.04	2.82	2.73-3.49	79	3.68	3.69	2.84-4.41	226	2.90	2.92	2.81-2.95
Chippers and grinders .....	1,099	3.22	2.89	2.70-3.88	-	-	-	-	183	3.06	3.05	3.05-3.05
Core assemblers and finishers .....	255	3.05	2.81	2.67-3.25	-	-	-	-	46	3.25	3.30	3.22-3.30
Coremakers, hand .....	595	3.54	3.24	3.10-3.90	-	-	-	-	161	3.41	3.39	3.32-3.58
Bench .....	269	3.83	3.45	3.25-4.47	-	-	-	-	75	3.45	3.39	3.39-3.58
Floor .....	-	-	-	-	-	-	-	-	-	-	-	-
Bench and floor .....	193	3.14	3.15	2.90-3.24	-	-	-	-	73	3.40	3.58	3.14-3.58
Coremakers, machine .....	221	3.39	3.23	3.03-3.70	17	3.93	4.26	2.98-4.26	33	3.37	3.39	3.12-3.64
Core-blowing machine .....	192	3.36	3.17	2.99-3.56	16	3.95	4.26	2.98-4.26	25	3.32	3.39	3.12-3.64
Turn-over-draw machine .....	24	3.58	3.70	3.32-3.70	-	-	-	-	-	-	-	-
Crane operators, electric bridge .....	705	3.00	2.94	2.83-3.06	90	3.24	2.97	2.79-3.42	118	3.12	3.14	3.06-3.17
Under 20 tons .....	525	3.02	2.98	2.81-3.09	55	3.30	3.05	2.79-4.13	116	3.12	3.14	3.06-3.17
20 tons and over .....	180	2.93	2.90	2.84-2.99	-	-	-	-	-	-	-	-
Electricians, maintenance .....	319	3.32	3.27	3.06-3.58	32	3.53	3.78	3.25-3.78	16	3.72	3.63	3.63-3.64
Furnace tenders .....	288	3.26	3.15	3.06-3.35	20	3.35	3.04	2.96-3.68	69	3.37	3.37	3.15-3.50
Electric .....	245	3.27	3.13	3.06-3.31	16	3.43	3.68	2.88-3.68	69	3.37	3.37	3.15-3.50
Open-hearth .....	43	3.24	3.25	3.25-3.44	-	-	-	-	-	-	-	-
Furnace tender's helpers .....	226	2.94	2.90	2.73-3.20	23	3.16	3.28	2.79-3.59	45	2.89	2.80	2.72-3.05
Helpers, maintenance trades .....	160	2.64	2.53	2.53-2.77	-	-	-	-	8	2.49	-	-
Inspectors, class A .....	300	3.02	2.93	2.75-3.23	-	-	-	-	28	3.47	3.55	3.34-3.64
Inspectors, class B .....	274	2.89	2.88	2.65-2.96	-	-	-	-	-	-	-	-
Inspectors, class C .....	173	3.05	2.73	2.73-3.00	-	-	-	-	46	2.79	2.84	2.56-2.97
Laborers, general foundry .....	1,053	2.58	2.52	2.45-2.65	66	2.61	2.63	2.58-2.68	97	2.63	2.79	2.35-2.79
Laborers, material handling .....	229	2.65	2.64	2.51-2.70	15	2.48	2.45	2.33-2.51	-	-	-	-
Machinists, maintenance .....	112	3.50	3.53	3.28-3.80	-	-	-	-	-	-	-	-
Mechanics, maintenance .....	625	3.32	3.27	3.15-3.53	68	3.39	3.24	3.07-3.83	103	3.41	3.39	3.22-3.64
Molders, floor .....	743	3.37	3.24	3.03-3.42	-	-	-	-	183	3.56	3.58	3.58-3.64
Molders, hand, bench .....	-	-	-	-	-	-	-	-	35	3.45	3.39	3.39-3.58
Molders, machine .....	850	3.61	3.38	3.08-3.95	80	3.82	3.99	2.98-4.57	224	3.44	3.58	3.24-3.64
Patternmakers, metal .....	108	4.46	4.61	4.61-4.65	-	-	-	-	-	-	-	-
Patternmakers, wood .....	200	4.22	4.54	3.35-4.67	25	3.42	3.19	3.12-3.85	20	4.16	3.87	3.76-4.61
Pourers, metal .....	474	3.06	2.84	2.74-3.31	25	3.02	2.76	2.70-2.83	60	2.88	2.91	2.79-2.92
Repairmen, wood patterns .....	96	3.20	3.32	2.97-3.32	-	-	-	-	9	3.36	-	-
Sand mixers .....	258	2.83	2.75	2.63-2.85	22	3.06	2.73	2.66-3.89	81	3.04	3.05	3.00-3.06
Sand- or shot-blast operators .....	252	2.97	2.90	2.57-3.25	13	3.05	-	-	63	3.07	3.13	3.06-3.13
Sand-slinger operators .....	89	3.35	3.30	2.96-3.44	-	-	-	-	-	-	-	-
Shakeout men .....	427	2.75	2.69	2.53-2.79	31	2.89	2.39	2.39-3.93	69	2.84	2.79	2.79-2.91
Shell-mold- and/or shell-core- machine operators .....	105	3.54	3.25	2.93-3.57	-	-	-	-	-	-	-	-
Truckers, power .....	381	2.73	2.69	2.60-2.75	39	3.11	2.67	2.60-3.81	66	2.95	2.98	2.89-3.05
Forklift .....	317	2.73	2.69	2.60-2.75	-	-	-	-	53	2.94	2.98	2.89-3.05
Other than forklift .....	64	2.73	2.70	2.65-2.78	-	-	-	-	-	-	-	-
Tumbler operators .....	60	3.14	3.08	2.65-3.78	-	-	-	-	-	-	-	-
Welders, hand <sup>5</sup> .....	1,176	3.28	3.15	2.99-3.39	69	3.35	2.88	2.82-4.66	175	3.45	3.39	3.24-3.64
Assembling .....	128	4.01	3.18	3.17-5.39	-	-	-	-	35	3.60	3.58	3.58-3.58
Repairing .....	988	3.19	3.07	2.99-3.39	45	3.65	2.94	2.88-4.66	56	3.62	3.64	3.37-3.64
<b>Women</b>												
Inspectors, class B .....	221	2.43	2.42	2.42-2.42	-	-	-	-	-	-	-	-
Inspectors, class C .....	182	2.35	2.30	2.22-2.57	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers.<sup>4</sup> Includes data for types of machines in addition to those shown separately.<sup>5</sup> Includes data for workers, not shown separately, who perform a combination of assembling and repairing of castings by welding.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 32. Occupational Earnings: Steel Foundries—By Community Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas			
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Chippers and grinders.....	4,869	\$ 3.02	1,193	\$ 3.00	1,282	\$ 3.04	381	\$ 3.20	225	\$ 2.33		
Core assemblers and finishers.....	390	3.13	109	2.58	92	3.46	19	2.91	-	-		
Coremakers, hand.....	1,155	3.33	205	3.58	259	3.24	61	3.25	-	-		
Coremakers, machine <sup>3</sup> .....	443	3.37	83	3.98	163	3.52	-	-	13	3.14		
Core-blowing machine.....	275	3.24	81	3.99	52	3.14	-	-	11	3.12		
Crane operators, electric bridge.....	1,363	2.95	319	2.82	453	2.86	87	2.85	59	2.63		
Electricians, maintenance.....	411	3.34	107	3.16	98	3.22	23	3.10	-	-		
Furnace tenders.....	500	3.23	90	3.09	90	3.12	37	3.29	18	3.07		
Furnace tender's helpers.....	381	2.82	88	2.71	83	2.75	26	2.73	18	2.09		
Helpers, maintenance trades.....	173	2.60	57	2.53	-	-	-	-	-	-		
Inspectors, class B.....	338	2.97	170	2.81	105	2.94	66	2.79	-	-		
Inspectors, class C.....	325	2.89	49	2.70	84	2.71	-	-	-	-		
Laborers, general foundry.....	1,849	2.54	620	2.24	626	2.64	140	2.47	36	2.44		
Machinists, maintenance.....	156	3.40	53	3.27	37	3.30	-	-	-	-		
Mechanics, maintenance.....	981	3.22	177	3.25	190	3.01	40	3.18	45	2.92		
Molders, floor.....	1,514	3.26	248	3.45	368	3.24	77	3.24	92	3.03		
Molders, machine.....	1,536	3.37	283	3.61	349	3.20	84	3.52	30	2.98		
Patternmakers, wood.....	339	3.97	109	3.69	128	3.76	19	3.34	17	3.37		
Pourers, metal.....	729	2.92	101	2.71	115	2.78	26	2.75	25	2.49		
Sand mixers.....	508	2.77	85	2.66	112	2.72	12	2.70	28	2.28		
Sand- or shot-blast operators.....	417	2.93	98	2.75	84	2.93	31	2.99	15	2.35		
Sand-slinger operators.....	167	3.19	44	3.32	47	3.21	9	3.12	18	3.05		
Shakeout men.....	733	2.65	166	2.66	203	2.65	-	-	50	2.27		
Truckers, power.....	599	2.71	119	2.81	100	2.75	36	2.67	-	-		
Tumbler operators.....	89	2.91	27	3.27	32	2.71	-	-	-	-		
Welders, hand.....	1,736	3.26	583	3.13	501	3.21	147	3.09	67	2.87		
	Southwest				Great Lakes				Middle West		Pacific	
	Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
Chippers and grinders.....	282	\$ 2.35	2,082	\$ 3.19	570	\$ 3.12	155	\$ 3.44	626	\$ 2.98		
Core assemblers and finishers.....	41	2.40	187	3.20	68	2.64	-	-	46	3.25		
Coremakers, hand.....	62	3.00	501	3.41	94	4.22	-	-	161	3.41		
Coremakers, machine <sup>3</sup> .....	-	-	202	3.33	19	4.04	-	-	33	3.37		
Core-blowing machine.....	-	-	173	3.28	19	4.04	-	-	25	3.32		
Crane operators, electric bridge.....	80	2.75	537	3.05	168	2.83	62	3.07	118	3.12		
Electricians, maintenance.....	12	2.87	246	3.38	73	3.14	-	-	16	3.72		
Furnace tenders.....	29	2.96	253	3.30	35	2.98	15	3.25	69	3.37		
Furnace tender's helpers.....	22	2.29	187	2.96	39	2.83	15	2.95	45	2.89		
Helpers, maintenance trades.....	-	-	140	2.65	-	-	-	-	8	2.49		
Inspectors, class B.....	-	-	188	2.98	86	2.69	-	-	-	-		
Inspectors, class C.....	24	2.35	154	3.09	-	-	-	-	46	2.79		
Laborers, general foundry.....	137	2.01	818	2.57	235	2.62	-	-	97	2.63		
Machinists, maintenance.....	-	-	76	3.59	-	-	-	-	-	-		
Mechanics, maintenance.....	37	2.81	523	3.33	102	3.29	48	3.20	103	3.41		
Molders, floor.....	73	3.04	621	3.28	122	3.80	-	-	183	3.56		
Molders, machine.....	83	3.10	761	3.54	89	4.21	-	-	224	3.43		
Patternmakers, wood.....	-	-	131	4.37	69	3.92	17	3.48	20	4.15		
Pourers, metal.....	45	2.21	436	3.08	38	2.86	12	2.70	60	2.88		
Sand mixers.....	35	2.36	212	2.86	46	2.71	10	2.64	81	3.04		
Sand- or shot-blast operators.....	23	2.36	205	3.03	47	2.69	-	-	63	3.07		
Sand-slinger operators.....	8	2.85	59	3.37	-	-	-	-	-	-		
Shakeout men.....	54	2.17	321	2.78	104	2.64	-	-	69	2.84		
Truckers, power.....	24	2.35	330	2.72	51	2.75	-	-	66	2.95		
Tumbler operators.....	-	-	43	3.12	17	3.19	-	-	-	-		
Welders, hand.....	93	3.04	804	3.35	372	3.14	38	2.93	175	3.45		

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for types of machines in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 33. Occupational Earnings: Steel Foundries—By Establishment Size

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Pacific			
	Establishments with—															
	20-99 workers	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more	100 workers or more		
Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Chippers and grinders.....	469	\$2.57	5,593	\$3.05	1,604	\$3.09	238	\$2.31	369	\$2.20	2,489	\$3.22	221	\$3.51	503	\$2.97
Coremakers, hand.....	127	3.02	1,233	3.41	311	3.24	46	2.84	76	2.94	551	3.58	-	-	118	3.41
Coremakers, machine <sup>3</sup> .....	-	-	523	3.47	211	3.62	13	3.14	-	-	221	3.39	17	3.93	33	3.37
Core-blowing machine.....	-	-	353	3.41	99	3.53	11	3.12	-	-	192	3.36	16	3.95	25	3.32
Crane operators, electric bridge.....	47	2.83	1,635	2.92	540	2.86	61	2.61	107	2.54	690	3.00	90	3.24	98	3.13
Furnace tenders.....	56	2.95	534	3.24	120	3.18	21	2.96	37	2.89	261	3.29	20	3.35	59	3.40
Furnace tender's helpers.....	35	2.68	434	2.81	102	2.74	20	2.09	34	2.14	209	2.97	23	3.16	37	2.86
Helpers, maintenance trades.....	-	-	230	2.58	-	-	-	-	-	-	160	2.64	-	-	8	2.49
Laborers, general foundry.....	80	2.20	2,389	2.48	766	2.61	-	-	316	1.76	1,042	2.58	66	2.61	89	2.69
Laborers, material handling.....	-	-	398	2.50	97	2.37	-	-	-	-	217	2.66	15	2.48	-	-
Mechanics, maintenance.....	-	-	1,136	3.23	226	3.04	45	2.92	49	2.69	625	3.32	68	3.38	103	3.41
Molders, floor.....	182	3.35	1,580	3.28	441	3.24	100	2.97	91	2.97	649	3.36	-	-	132	3.56
Molders, hand, bench.....	-	-	106	3.23	24	2.81	-	-	-	-	37	3.43	-	-	-	-
Molders, machine.....	83	3.07	1,736	3.43	433	3.26	42	2.68	107	2.92	850	3.61	80	3.82	176	3.40
Pourers, metal.....	46	2.45	784	2.92	135	2.78	25	2.49	52	2.18	466	3.07	25	3.02	60	2.88
Repairmen, wood patterns.....	17	2.94	178	3.13	53	3.18	-	-	26	2.56	86	3.22	-	-	7	3.50
Sand mixers.....	62	2.64	531	2.77	124	2.72	32	2.23	42	2.26	229	2.86	22	3.06	68	3.04
Sand- or shot-blast operators.....	48	2.63	467	2.93	112	2.96	16	2.32	30	2.23	230	3.01	13	3.05	58	3.07
Shakeout men.....	107	2.55	792	2.67	212	2.70	50	2.27	69	2.05	360	2.78	31	2.89	52	2.82
Tumbler operators.....	-	-	105	3.03	32	2.71	-	-	-	-	51	3.24	-	-	-	-
Welders, hand.....	74	2.99	2,245	3.23	644	3.18	73	2.80	107	2.97	1,159	3.29	69	3.35	152	3.44

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for types of machines other than those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.



Table 35. Occupational Earnings: Steel Foundries—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations, United States and selected regions, November 1967)

Occupation	United States <sup>2</sup>				Middle Atlantic				Southeast	
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders.....	3,804	\$2.69	2,258	\$3.55	909	\$2.72	754	\$3.50	240	\$2.31
Core assemblers and finishers .....	298	2.66	201	3.54	56	2.78	55	3.97	-	-
Coremakers, hand .....	777	3.09	583	3.73	190	2.94	130	3.67	22	2.53
Coremakers, machine <sup>3</sup> .....	233	3.03	293	3.81	72	2.96	141	3.94	14	3.09
Core-blowing machine.....	155	3.03	201	3.70	-	-	82	3.68	12	3.06
Crane operators, electric bridge (under 20 tons).....	1,055	2.87	197	3.24	297	2.82	48	2.96	61	2.61
Furnace tenders <sup>4</sup> .....	479	3.13	111	3.57	99	3.07	28	3.52	18	2.90
Electric.....	440	3.12	85	3.61	90	3.05	22	3.38	15	3.03
Furnace tender's helpers.....	397	2.69	72	3.40	98	2.68	11	3.33	20	2.09
Helpers, maintenance trades.....	136	2.57	-	-	-	-	-	-	-	-
Inspectors, class B.....	456	2.86	52	3.41	151	2.90	-	-	-	-
Laborers, general foundry.....	2,051	2.39	418	2.85	496	2.43	-	-	50	2.22
Molders, floor.....	1,202	3.17	560	3.55	302	3.03	143	3.70	71	2.83
Molders, hand, bench.....	195	3.06	31	3.45	18	2.84	-	-	-	-
Molders, machine.....	810	3.11	1,009	3.65	181	2.86	252	3.55	24	2.33
Pourers, metal.....	580	2.67	250	3.40	120	2.73	21	3.06	27	2.46
Sand mixers.....	483	2.68	110	3.09	100	2.65	24	2.99	32	2.23
Sand- or shot-blast operators.....	340	2.68	175	3.32	83	2.71	32	3.56	17	2.29
Sand-slinger operators.....	135	2.98	76	3.65	32	2.83	24	3.68	18	3.05
Shakeout men.....	739	2.55	160	3.12	185	2.56	38	3.34	53	2.25
Shell-mold- and/or shell-core- machine operators.....	155	2.91	97	3.55	17	2.92	32	3.00	-	-
Truckers, power (forklift).....	474	2.66	97	3.08	98	2.63	-	-	-	-
Tumbler operators.....	84	2.70	32	3.75	26	2.42	-	-	-	-
Welders, hand.....	1,490	3.03	829	3.59	382	2.89	266	3.59	74	2.79
	Southwest		Great Lakes		Middle West		Pacific			
	Timeworkers		Timeworkers		Incentive workers		Timeworkers		Timeworkers	
Chippers and grinders.....	321	\$2.00	1,378	\$2.80	1,274	\$3.58	139	\$2.73	610	\$2.96
Core assemblers and finishers .....	34	2.12	132	2.66	123	3.46	-	-	-	-
Coremakers, hand .....	61	2.59	250	3.24	345	3.75	-	-	161	3.41
Coremakers, machine <sup>3</sup> .....	-	-	91	3.02	130	3.64	-	-	33	3.37
Core-blowing machine.....	-	-	88	3.02	104	3.64	-	-	25	3.32
Crane operators, electric bridge (under 20 tons).....	64	2.30	429	2.95	96	3.31	40	2.98	116	3.12
Furnace tenders <sup>4</sup> .....	32	2.94	218	3.14	70	3.65	17	3.19	68	3.36
Electric.....	32	2.94	195	3.13	50	3.81	13	3.26	68	3.36
Furnace tender's helpers.....	29	1.91	178	2.83	48	3.35	17	2.90	43	2.87
Helpers, maintenance trades.....	-	-	66	2.69	-	-	-	-	8	2.49
Inspectors, class B.....	-	-	255	2.83	19	3.71	-	-	-	-
Laborers, general foundry.....	307	1.73	933	2.57	120	2.70	66	2.61	89	2.55
Molders, floor.....	66	2.76	448	3.27	295	3.52	72	3.08	170	3.56
Molders, hand, bench.....	-	-	-	-	21	3.59	-	-	34	3.42
Molders, machine.....	68	2.32	253	3.36	597	3.71	-	-	214	3.41
Pourers, metal.....	49	2.13	259	2.74	215	3.44	19	2.72	60	2.88
Sand mixers.....	32	2.02	194	2.73	64	3.14	15	2.67	81	3.04
Sand- or shot-blast operators.....	19	2.07	140	2.62	112	3.40	-	-	63	3.07
Sand-slinger operators.....	-	-	57	3.12	32	3.75	-	-	-	-
Shakeout men.....	55	1.95	331	2.66	96	3.06	21	2.40	69	2.84
Shell-mold- and/or shell-core- machine operators.....	-	-	49	3.00	56	4.01	-	-	-	-
Truckers, power (forklift).....	17	2.17	262	2.68	55	2.96	-	-	53	2.94
Tumbler operators.....	-	-	42	2.89	-	-	-	-	-	-
Welders, hand.....	72	2.63	688	3.09	488	3.54	47	2.81	167	3.42

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for types of machines in addition to those shown separately.

<sup>4</sup> Includes data for open-hearth furnaces not shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 36. Occupational Earnings: Steel Foundries—Chicago, Ill.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.90	\$1.90 and under \$2.00	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over		
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	and over		
All workers <sup>3</sup> .....	3,555	\$3.07	57	12	40	29	70	115	155	220	243	383	275	278	245	185	313	132	162	78	142	144	111	41	28	25	11	61		
Carpenters, maintenance (all time) .....	8	\$3.09	-	-	-	-	-	-	-	-	-	-	-	-	3	-	5	-	-	-	-	-	-	-	-	-	-	-		
Chippers and grinders .....	351	3.41	-	4	8	6	3	7	10	5	14	64	3	18	8	2	-	-	-	7	36	116	14	20	-	-	-	6		
Time .....	132	2.60	-	4	8	6	3	7	10	5	14	59	3	5	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
Grinders .....	100	3.30	-	-	6	-	1	3	10	1	1	6	3	18	-	2	-	-	-	7	36	-	1	-	-	-	-	5		
Time .....	33	2.50	-	-	6	-	1	3	10	1	1	3	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Chippers and grinders .....	251	3.45	-	4	2	6	2	4	-	4	13	58	-	-	8	-	-	-	-	-	116	13	20	-	-	-	-	1		
Time .....	99	2.63	-	4	2	6	2	4	-	4	13	56	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
Core assemblers and finishers <sup>4b/</sup> .....	32	3.53	-	-	-	-	-	-	3	2	-	3	-	1	-	-	-	9	-	-	1	11	-	1	-	-	-	1		
Coremakers, hand <sup>5</sup> .....	88	3.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	58	1	-	1	1	13	1	1	-	2	6	10		
Incentive .....	31	4.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	1	1	1	-	2	10			
Floor (all incentive) .....	6	4.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	2		
Coremakers, machine <sup>4b/</sup> , <sup>5</sup> .....	58	3.43	-	-	-	-	-	-	-	4	2	-	1	-	1	22	1	-	-	26	1	-	-	-	-	-	-	-		
Core-blowing machine .....	44	3.35	-	-	-	-	-	-	-	4	2	-	1	-	1	22	1	-	-	12	1	-	-	-	-	-	-	-		
Incentive .....	21	3.48	-	-	-	-	-	-	-	4	-	-	1	-	1	1	1	-	-	12	1	-	-	-	-	-	-	-		
Crane operators, electric bridge <sup>4a/</sup> .....	127	3.10	-	-	-	-	-	-	-	2	1	29	12	43	8	19	1	9	-	-	-	-	-	3	-	-	-			
Electricians, maintenance (all time) .....	63	3.58	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	8	4	4	8	22	-	-	-	-	-			
Furnace tenders, electric .....	54	3.42	-	-	-	-	-	-	-	-	-	-	-	3	-	16	6	8	-	-	18	-	3	-	-	-	-			
Time .....	47	3.37	-	-	-	-	-	-	-	-	-	-	-	3	-	16	6	4	-	-	18	-	-	-	-	-	-			
Furnace tender's helpers .....	61	2.89	-	-	-	-	10	2	-	4	8	7	10	-	-	-	18	-	-	-	-	2	-	-	-	-	-			
Time .....	55	2.86	-	-	-	-	10	2	-	2	8	5	10	-	-	-	18	-	-	-	-	-	-	-	-	-	-			
Inspectors, class A (all time) .....	95	2.89	-	-	-	-	-	-	47	1	16	2	6	4	14	3	-	1	-	1	-	-	-	-	-	-	-			
Inspectors, class B (all time) .....	24	2.68	-	-	-	-	2	-	11	2	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborer, general foundry (all time) .....	140	2.55	-	-	-	-	-	46	46	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance (all time) .....	103	3.42	-	-	-	-	-	-	-	-	-	-	-	-	2	28	12	1	22	5	33	-	-	-	-	-	-			
Molders, machine <sup>4b/</sup> .....	159	3.65	-	-	-	-	-	-	-	-	-	1	3	2	-	19	55	2	34	16	2	1	2	1	2	15	4			
Patternmakers, wood (all time) .....	32	4.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	5	-	-	1	18	-	-			
Pourers, metal .....	47	3.05	-	-	-	-	-	-	-	4	15	6	-	-	7	-	7	2	-	-	6	-	-	-	-	-	-			
Time .....	25	2.77	-	-	-	-	-	-	-	4	13	6	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-			
Incentive .....	22	3.37	-	-	-	-	-	-	-	-	2	-	-	-	7	-	7	-	-	-	6	-	-	-	-	-	-			
Sand mixers (all time) .....	35	2.72	-	-	-	-	-	2	10	-	19	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
Sand- or shot-blast operators <sup>4b/</sup> .....	15	3.41	-	-	-	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	8	-	-	-	-	-	-			
Shakeout men <sup>4a/</sup> .....	36	2.95	-	-	-	-	3	-	20	-	-	-	-	-	-	8	3	-	-	-	-	-	-	-	-	-	2			
Truckers, power (all time) <sup>5</sup> .....	85	2.66	-	-	-	-	-	40	10	34	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Forklift .....	82	2.66	-	-	-	-	-	40	8	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Welders, hand .....	109	3.23	-	-	-	-	-	-	-	-	8	-	8	44	24	4	-	-	-	-	15	-	6	-	-	-	-			
Time .....	88	3.04	-	-	-	-	-	-	-	-	8	-	8	44	24	4	-	-	-	-	-	-	-	-	-	-	-			

<sup>1</sup> The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 67 percent of the production workers covered by the study were paid on a time basis.  
<sup>3</sup> Virtually all production workers were men; data for the selected production occupations are limited to men.  
<sup>4</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>5</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>6</sup> Workers were distributed as follows: 1 at \$5 to \$5.20; 3 at \$5.20 to \$5.40; 5 at \$5.40 to \$5.60; and 1 at \$5.60 to \$5.80.

Table 37. Occupational Earnings: Steel Foundries—Pittsburgh, Pa.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations, November 1967)

Occupation	Number of workers	Average hourly earnings <sup>2</sup> and under	Number of workers receiving straight-time hourly earnings of—																								
			\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40
			2	4	2	-	277	266	322	306	584	397	296	265	214	94	167	38	78	35	38	7	28	19	73	-	54
All workers <sup>3</sup>	3,566	\$3.00	2	4	2	-	277	266	322	306	584	397	296	265	214	94	167	38	78	35	38	7	28	19	73	-	54
Carpenters, maintenance (all time)	18	\$3.08	-	-	-	-	-	-	-	-	4	-	7	4	-	3	-	-	-	-	-	-	-	-	-	-	-
Chippers and grinders <sup>4</sup>	544	3.00	-	-	-	-	12	82	55	175	82	44	1	8	3	28	1	2	-	-	-	1	-	5	45	-	-
Time	393	2.84	-	-	-	-	12	38	55	167	80	41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grinders	37	3.00	-	-	-	-	1	7	-	12	2	-	-	8	-	7	-	-	-	-	-	-	-	-	-	-	-
Time	22	2.77	-	-	-	-	1	7	-	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chippers and grinders	414	3.04	-	-	-	-	9	45	-	163	80	44	1	-	3	21	1	2	-	-	-	-	-	-	45	-	-
Time	284	2.88	-	-	-	-	9	1	-	155	78	41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	130	3.40	-	-	-	-	-	44	-	8	2	3	1	-	3	21	1	2	-	-	-	-	-	-	45	-	-
Coremakers, hand <sup>4</sup>	126	3.26	-	2	-	-	-	-	-	6	17	26	14	7	25	1	1	1	-	-	-	1	14	8	-	-	3
Time	88	3.02	-	-	-	-	-	-	-	6	17	26	14	-	25	-	-	-	-	-	-	-	-	-	-	-	-
Bench <sup>5</sup>	33	3.43	-	-	-	-	-	-	-	8	-	14	-	-	-	-	-	-	-	-	-	-	-	8	-	-	3
Coremakers, machine <sup>5, 4</sup>	53	3.16	-	-	-	-	-	-	1	-	9	31	-	2	3	-	-	-	-	-	-	1	-	-	3	-	3
Crane operators, electric bridge (all time)	197	2.89	-	-	-	-	-	-	-	18	115	27	34	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Under 20 tons	101	2.87	-	-	-	-	-	-	-	14	58	17	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 tons and over	96	2.91	-	-	-	-	-	-	-	4	57	10	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricians, maintenance (all time)	40	3.32	-	-	-	-	-	-	-	-	-	-	3	15	10	12	-	-	-	-	-	-	-	-	-	-	-
Furnace tenders <sup>4</sup>	35	3.19	-	-	-	-	-	-	-	3	-	-	9	7	-	8	8	-	-	-	-	-	-	-	-	-	-
Time	31	3.20	-	-	-	-	-	-	-	3	-	-	9	3	-	8	8	-	-	-	-	-	-	-	-	-	-
Electric	26	3.15	-	-	-	-	-	-	-	3	-	-	9	4	-	2	8	-	-	-	-	-	-	-	-	-	-
Time	22	3.16	-	-	-	-	-	-	-	3	-	-	9	-	-	2	8	-	-	-	-	-	-	-	-	-	-
Furnace tender's helpers	33	2.81	-	-	-	-	-	9	7	9	6	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	29	2.82	-	-	-	-	-	9	3	9	6	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class A (all time)	15	3.47	-	-	-	-	-	-	-	-	-	-	-	2	-	1	9	-	-	-	2	-	-	-	-	-	-
Inspectors, class B	17	3.04	-	-	-	-	-	-	-	2	11	-	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Time	16	3.02	-	-	-	-	-	-	-	2	11	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance (all time)	13	3.37	-	-	-	-	-	-	-	-	-	-	-	-	4	5	4	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	84	3.14	-	-	-	-	-	-	-	-	8	21	39	-	8	8	-	-	-	-	-	-	-	-	-	-	-
Time	80	3.14	-	-	-	-	-	-	-	-	8	17	39	-	8	8	-	-	-	-	-	-	-	-	-	-	-
Molders, floor	192	3.14	-	-	-	-	2	1	1	5	38	1	58	80	2	-	-	-	-	1	-	1	1	-	-	-	1
Time	176	3.13	-	-	-	-	-	1	-	4	38	-	52	79	2	-	-	-	-	-	-	-	-	-	-	-	-
Molders, machine	116	3.29	-	-	-	-	1	19	4	18	2	29	1	3	2	1	-	-	2	-	-	9	-	-	-	-	25
Time	63	2.90	-	-	-	-	1	17	2	14	-	27	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Patternmakers, wood (all time)	49	4.02	-	-	-	-	-	-	-	-	-	-	-	1	6	3	12	-	-	-	-	-	-	-	-	-	6 <sup>27</sup>
Pourers, metal (all time)	24	2.93	-	-	-	-	-	7	7	-	7	-	2	6	2	-	-	-	-	-	-	-	-	-	-	-	-
Sand mixers	44	2.69	-	-	-	-	5	14	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	40	2.69	-	-	-	-	5	14	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sand- or shot-blast operators	29	3.11	-	-	-	-	-	4	1	7	2	3	4	1	2	-	-	-	1	-	4	-	-	-	-	-	-
Time	25	3.06	-	-	-	-	-	4	1	7	2	3	4	-	-	-	-	-	-	4	-	-	-	-	-	-	-
Sand-slinger operators	26	3.56	-	-	-	-	-	-	-	6	-	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-	7 <sup>9</sup>
Time	17	3.00	-	-	-	-	-	-	-	6	-	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Shakeout men	62	2.84	-	-	-	-	13	12	12	3	9	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-
Time	41	2.62	-	-	-	-	13	12	4	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Shell-mold- and/or shell-core-machine operators	17	2.90	-	-	-	-	-	-	-	6	4	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	13	2.91	-	-	-	-	-	-	-	6	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (all time) <sup>4</sup>	33	2.77	-	-	-	-	-	7	15	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Forklift	23	2.76	-	-	-	-	-	7	9	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand <sup>4</sup>	199	3.25	-	-	-	-	-	-	-	4	51	45	31	1	-	19	-	36	5	1	1	1	1	-	-	4	
Time	145	3.09	-	-	-	-	-	-	-	-	51	45	31	-	-	18	-	-	-	-	-	-	-	-	-	-	-
Incentive	54	3.67	-	-	-	-	-	-	-	4	-	-	-	1	-	1	-	36	5	1	1	1	1	-	-	4	
Repairing	117	3.29	-	-	-	-	-	-	-	-	51	16	-	1	-	1	-	36	5	1	1	1	1	-	-	4	
Time	67	2.96	-	-	-	-	-	-	-	-	51	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assembling and repairing <sup>5</sup>	53	3.24	-	-	-	-	-	-	-	-	4	-	-	31	-	-	18	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Pittsburgh Standard Metropolitan Statistical Area consists of Allegheny, Beaver, Washington, and Westmoreland Counties.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 84 percent of the production workers covered by the study were paid on a time basis.  
<sup>3</sup> Virtually all production workers were men; data for the selected production occupations are limited to men.  
<sup>4</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>5</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.  
<sup>6</sup> Workers were distributed as follows: 25 at \$4.40 to \$4.50 and 2 at \$4.50 and over.  
<sup>7</sup> Workers were distributed as follows: 4 at \$4.50 to \$4.60 and 5 at \$4.70 to \$4.80.



**Table 40. Scheduled Weekly Hours: Iron and Steel Foundries**

(Percent of production and office workers by scheduled weekly hours, United States and regions, November 1967)

Weekly hours <sup>1</sup>	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Production workers										
All workers .....	100	100	100	100	100	100	100	100	100	100
Under 32 hours .....	( <sup>2</sup> )	-	-	-	-	-	-	3	-	-
32 hours .....	2	2	-	13	7	2	( <sup>2</sup> )	7	14	-
36 hours .....	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	-	-	-	-	-
40 hours .....	93	68	98	82	92	97	94	89	86	99
Over 40 and under 45 hours .....	2	11	-	-	-	1	3	-	-	-
45 hours .....	1	11	-	5	-	-	1	-	-	-
Over 45 hours .....	2	7	2	-	1	-	2	-	-	1
Office workers										
All workers .....	100	100	100	100	100	100	100	100	100	100
Under 37½ hours .....	( <sup>2</sup> )	-	1	1	-	1	-	-	-	-
37½ hours .....	3	1	4	3	-	-	4	-	-	-
40 hours .....	96	95	94	93	100	99	96	97	98	100
Over 40 hours .....	( <sup>2</sup> )	4	1	3	-	-	( <sup>2</sup> )	3	2	-

<sup>1</sup> Data relate to the predominant work schedule of full-time day-shift workers in each establishment.  
<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 41. Shift Differential Provisions: Iron and Steel Foundries

(Percent of production workers by shift differential provisions, <sup>1</sup> United States and regions, November 1967)

Shift differential	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>										
Workers in establishments having second-shift provisions	90.5	60.9	83.0	78.5	90.6	79.5	95.0	99.5	79.5	95.7
With shift differential	89.8	60.9	82.4	78.5	89.4	72.0	94.7	99.5	79.5	93.2
Uniform cents per hour	70.7	50.7	76.1	78.5	84.1	72.0	65.6	99.5	79.5	70.4
Under 5 cents	.7	-	2.4	-	1.2	4.1	-	-	-	-
5 cents	7.9	9.3	2.5	-	18.2	24.7	6.9	10.9	-	2.4
6 cents	5.0	-	.4	4.2	15.3	38.1	2.3	4.5	-	3.4
7 cents	4.8	5.3	.8	-	.9	-	6.9	18.6	10.6	-
7 1/2 cents	1.6	-	-	7.5	-	1.0	2.2	-	12.3	-
8 cents	20.1	2.4	35.7	2.0	43.2	3.0	16.3	16.8	20.5	-
9 cents	2.1	-	2.3	-	-	-	2.8	-	-	2.9
10 cents	20.9	26.1	24.1	8.2	5.3	1.2	22.6	37.5	36.1	35.5
12 cents	3.6	7.6	2.9	-	-	-	2.8	11.2	-	24.4
12 1/2 cents	( <sup>2</sup> )	-	-	-	-	-	-	-	-	.6
14 cents	( <sup>2</sup> )	-	-	-	-	-	.1	-	-	-
14 1/2 cents	1.4	-	-	48.1	-	-	-	-	-	-
15 cents	1.4	-	3.9	8.5	-	-	1.0	-	-	-
Over 15 cents	1.2	-	1.1	-	-	-	1.8	-	-	1.3
Uniform percentage	17.0	10.2	6.3	-	3.4	-	27.6	-	-	-
5 percent	14.8	4.4	.9	-	3.4	-	25.5	-	-	-
7 percent	.3	-	-	-	-	-	.6	-	-	-
10 percent	1.9	5.8	5.4	-	-	-	1.6	-	-	-
8 hours' pay for 7 1/2 hours' work	.1	-	-	-	-	-	.1	-	-	2.1
Formal paid lunch period not given first-shift workers	.2	-	-	-	2.0	-	-	-	-	-
Other formal paid differential	1.7	-	-	-	-	-	1.5	-	-	20.7
With no shift differential	.8	-	.5	-	1.1	7.5	.3	-	-	2.5
<u>Third or other late shift</u>										
Workers in establishments having third- or other late-shift provisions	84.1	47.0	72.4	78.5	75.8	74.0	91.8	91.3	75.4	85.1
With shift differential	84.0	47.0	72.4	78.5	75.8	71.1	91.8	91.3	75.4	85.1
Uniform cents per hour	65.8	42.6	66.9	78.5	72.4	71.1	63.3	91.3	75.4	61.4
5 cents	1.9	3.7	.3	-	-	4.4	2.6	2.6	-	-
6 cents	2.1	-	-	-	1.2	29.2	1.5	-	-	-
7 cents	.8	5.3	.5	-	-	-	.7	5.0	-	-
7 1/2 cents	.5	-	-	7.5	-	-	.5	-	-	-
8 cents	3.6	2.5	1.0	4.2	2.6	23.9	3.6	-	-	-
9 cents	1.6	-	.4	-	-	9.3	2.0	-	-	-
10 cents	18.3	16.7	14.9	8.2	31.1	1.2	18.4	41.4	6.2	7.0
11 cents	1.1	2.4	5.0	-	-	-	.5	-	-	-
12 cents	20.7	-	34.5	2.0	30.1	-	19.4	23.9	31.1	8.7
12 1/2 cents	.3	-	-	-	-	-	.5	-	-	-
13 cents	.8	-	2.7	-	-	-	.6	-	13.7	-
14 cents	3.0	-	.3	-	-	-	5.2	-	-	1.3
14 1/2 cents	1.4	-	-	48.1	-	-	-	-	-	-
15 cents	6.5	4.3	7.3	8.5	7.3	3.0	4.1	10.3	24.4	29.0
16 cents	.4	7.6	-	-	-	-	.4	-	-	-
17 cents	.4	-	-	-	-	-	.3	8.2	-	-
18 cents	.5	-	-	-	-	-	-	-	-	10.5
20 cents	.8	-	-	-	-	-	1.4	-	-	1.3
Over 20 cents	1.0	-	-	-	-	-	1.5	-	-	3.6
Uniform percentage	16.3	4.4	5.5	-	3.4	-	27.0	-	-	-
5 percent	.8	-	.9	-	3.4	-	.6	-	-	-
7 1/2 percent	.5	-	-	-	-	-	.9	-	-	-
10 percent	15.0	4.4	4.6	-	-	-	25.6	-	-	-
Other formal paid differential	1.9	-	-	-	-	-	1.5	-	-	23.7
With no shift differential	.1	-	-	-	-	3.0	-	-	-	-

<sup>1</sup> Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 42. Shift Differential Provisions: By Type of Foundry

(Percent of production workers by shift differential provisions, <sup>1</sup> United States, November 1967)

Shift differential	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel
<u>Second shift</u>				
Workers in establishments having				
second-shift provisions .....	82.8	97.6	95.7	98.9
With shift differential .....	82.3	95.9	95.7	97.7
Uniform cents per hour .....	55.3	91.6	68.9	89.9
Under 5 cents .....	.8	-	-	1.1
5 cents .....	7.9	11.9	12.7	4.4
6 cents .....	1.9	23.4	4.7	2.9
7 cents .....	3.9	-	7.0	7.4
7½ cents .....	2.0	-	1.3	1.5
8 cents .....	10.6	35.9	13.9	32.8
9 cents .....	.7	1.1	8.7	1.9
10 cents .....	19.9	11.5	13.5	29.4
12 cents .....	3.1	.7	3.7	5.6
12½ cents .....	-	-	-	.1
14 cents .....	.1	-	-	-
14½ cents .....	1.8	4.9	-	-
15 cents .....	.8	2.3	-	2.7
Over 15 .....	1.7	-	3.5	-
Uniform percentage .....	25.2	3.2	26.8	4.1
5 percent .....	23.7	3.2	23.0	.5
7 percent .....	.7	-	-	-
10 percent .....	.9	-	3.7	3.6
8 hours' pay for 7½ hours' work .....	.3	-	-	-
Formal paid lunch period not given				
first-shift workers .....	-	-	-	.7
Other formal paid differential .....	1.6	1.0	-	3.0
With no shift differential .....	.5	1.7	-	1.2
<u>Third or other late shift</u>				
Workers in establishments having third-				
or other late-shift provisions .....	75.1	86.0	95.7	94.2
With shift differential .....	75.1	86.0	95.7	93.8
Uniform cents per hour .....	49.0	81.8	68.9	87.1
5 cents .....	1.1	-	9.7	.6
6 cents .....	1.7	9.0	-	1.1
7 cents .....	.5	-	1.4	1.5
7½ cents .....	1.1	-	-	-
8 cents .....	3.8	2.7	3.8	3.7
9 cents .....	.2	-	6.9	2.4
10 cents .....	18.4	25.7	14.9	16.6
11 cents .....	.7	-	-	2.7
12 cents .....	10.2	26.3	13.9	39.5
12½ cents .....	.6	-	-	-
13 cents .....	.4	-	1.3	1.8
14 cents .....	2.1	3.9	7.4	2.2
14½ cents .....	1.8	4.9	-	-
15 cents .....	4.2	8.7	6.2	9.7
16 cents .....	-	-	-	1.6
17 cents .....	.4	-	-	.9
18 cents .....	-	.6	-	1.4
20 cents .....	1.0	-	-	1.2
Over 20 cents .....	1.0	-	3.5	.2
Uniform percentage .....	24.2	3.2	26.8	3.7
5 percent .....	.6	3.2	1.3	-
7½ percent .....	1.0	-	-	-
10 percent .....	22.5	-	25.5	3.7
Other formal paid differential .....	1.9	1.0	-	3.0
With no shift differential .....	-	-	-	.4

<sup>1</sup> Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 43. Shift Differential Practices: Iron and Steel Foundries

(Percent of production workers employed on late shifts by amount of shift differential, United States and regions, November 1967)

Shift differential	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>										
Workers employed on second shift .....	21.1	9.8	16.2	20.9	23.8	25.4	23.6	14.2	13.5	10.7
Receiving shift differential .....	20.9	9.8	16.0	20.9	23.7	22.8	23.5	14.2	13.5	10.7
Uniform cents per hour .....	15.8	8.6	15.1	20.9	23.5	22.8	14.7	14.2	13.5	9.2
Under 5 cents .....	( <sup>1</sup> )	-	-	-	-	1.1	-	-	-	-
5 cents .....	1.6	.8	.1	-	4.1	8.3	1.4	.2	-	.1
6 cents .....	1.6	-	.1	1.5	5.2	12.1	.7	1.2	-	1.0
7 cents .....	1.3	.5	.1	-	.2	-	2.1	1.1	-	-
7½ cents .....	.3	-	-	-	-	.1	.5	-	2.2	-
8 cents .....	4.8	-	8.7	.3	12.8	.9	3.5	3.8	5.4	-
9 cents .....	.6	-	.4	-	-	-	1.0	-	-	.2
10 cents .....	3.6	5.4	4.1	1.2	1.3	.3	4.3	5.5	6.0	1.8
12 cents .....	.7	1.9	.4	-	-	-	.4	2.4	-	5.5
12½ cents .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	.1
14 cents .....	-	-	-	-	-	-	-	-	-	-
14½ cents .....	.4	-	-	15.0	-	-	-	-	-	-
15 cents .....	.5	-	1.2	2.9	-	-	.3	-	-	-
Over 15 cents .....	.2	-	-	-	-	-	.4	-	-	.5
Uniform percentage .....	4.8	1.2	.9	-	-	-	8.3	-	-	-
5 percent .....	4.6	1.2	-	-	-	-	8.2	-	-	-
7 percent .....	-	-	-	-	-	-	-	-	-	-
10 percent .....	.2	-	.9	-	-	-	.1	-	-	-
8 hours' pay for 7½ hours' work .....	( <sup>1</sup> )	-	-	-	-	-	( <sup>1</sup> )	-	-	.4
Formal paid lunch period not given										
first-shift workers .....	( <sup>1</sup> )	-	-	-	.1	-	-	-	-	-
Other formal paid differential .....	.3	-	-	-	-	-	.5	-	-	1.1
Receiving no shift differential .....	.2	-	.2	-	.1	2.6	( <sup>1</sup> )	-	-	-
<u>Third or other late shift</u>										
Workers employed on third or other late shift .....	7.0	.8	5.3	12.6	5.3	6.1	8.4	4.9	4.5	1.1
Receiving shift differential .....	6.9	.8	5.3	12.6	5.3	5.7	8.4	4.9	4.5	1.1
Uniform cents per hour .....	4.8	.4	4.8	12.6	5.3	5.7	4.7	4.9	4.5	1.1
5 cents .....	( <sup>1</sup> )	.1	-	-	-	.1	-	-	-	-
6 cents .....	.1	-	-	-	-	2.5	( <sup>1</sup> )	-	-	-
7 cents .....	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-	-
7½ cents .....	-	-	-	-	-	-	-	-	-	-
8 cents .....	.2	.1	( <sup>1</sup> )	( <sup>1</sup> )	-	2.8	.1	-	-	-
9 cents .....	.1	-	( <sup>1</sup> )	-	-	-	.2	-	-	-
10 cents .....	.9	.2	1.0	-	1.1	.3	1.1	.6	-	.8
11 cents .....	.1	-	.2	-	-	-	.1	-	-	-
12 cents .....	2.2	-	3.1	-	3.2	-	2.3	2.8	1.4	-
12½ cents .....	( <sup>1</sup> )	-	-	-	-	-	( <sup>1</sup> )	-	-	-
13 cents .....	( <sup>1</sup> )	-	-	-	-	-	-	-	2.2	-
14 cents .....	.2	-	-	-	-	-	.3	-	-	-
14½ cents .....	.3	-	-	11.4	-	-	-	-	-	-
15 cents .....	.5	-	.4	1.1	1.1	-	.4	1.2	.9	.3
16 cents .....	-	-	-	-	-	-	-	.4	-	-
17 cents .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
18 cents .....	-	-	-	-	-	-	-	-	-	-
20 cents .....	( <sup>1</sup> )	-	-	-	-	-	.1	-	-	-
Over 20 cents .....	.1	-	-	-	-	-	.1	-	-	-
Uniform percentage .....	2.1	.4	.5	-	-	-	3.6	-	-	-
5 percent .....	-	-	-	-	-	-	-	-	-	-
7½ percent .....	( <sup>1</sup> )	-	-	-	-	-	.1	-	-	-
10 percent .....	2.1	.4	.5	-	-	-	3.6	-	-	-
Other formal paid differential .....	.1	-	-	-	-	-	.1	-	-	-
Receiving no shift differential .....	( <sup>1</sup> )	-	-	-	-	.4	-	-	-	-

<sup>1</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 44. Paid Holidays: Iron and Steel Foundries

(Percent of production and office workers in establishments with formal provisions for paid holidays, United States and regions, November 1967)

Number of paid holidays	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Production workers										
All workers -----	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	100	100	98	85	99	99	100	99
Less than 6 days -----	2	-	-	7	8	13	-	-	-	2
6 days -----	5	12	5	5	8	5	4	6	15	6
6 plus 1 or 2 half days -----	1	-	( <sup>1</sup> )	-	-	1	1	-	-	-
7 days -----	23	6	41	10	29	41	18	24	28	4
7 plus 1 or 2 half days -----	5	2	1	1	2	-	7	13	-	-
8 days -----	33	42	35	74	50	24	24	42	36	63
8 plus 1 or 2 half days -----	2	14	7	-	-	-	1	-	-	1
9 days -----	11	22	8	2	-	-	14	15	-	22
9 plus 2 half days -----	( <sup>1</sup> )	-	1	-	-	-	-	-	-	-
10 days -----	16	2	1	-	-	-	29	-	21	-
12 days -----	( <sup>1</sup> )	-	-	-	-	-	1	-	-	-
Workers in establishments providing no paid holidays -----	1	-	-	-	2	15	1	( <sup>1</sup> )	-	1
Office workers										
All workers -----	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	99	100	99	95	99	99	100	99
Less than 6 days -----	1	-	-	7	6	9	-	-	-	1
6 days -----	4	3	3	3	6	8	5	3	10	4
6 plus 1 or 2 half days -----	1	-	( <sup>1</sup> )	-	-	2	1	-	-	-
7 days -----	26	4	36	13	27	50	23	22	24	22
7 plus 1 or 2 half days -----	6	1	1	-	7	-	8	12	-	-
8 days -----	30	50	37	76	54	27	18	50	24	45
8 plus 1 or 2 half days -----	3	21	12	-	-	-	1	-	-	2
9 days -----	13	17	7	2	-	-	18	13	-	24
9 plus 1 or 2 half days -----	1	-	4	-	-	-	-	-	-	-
10 days -----	14	3	-	-	-	-	25	-	42	-
12 days -----	1	-	-	-	-	-	1	-	-	-
Workers in establishments providing no paid holidays -----	1	-	( <sup>1</sup> )	-	1	5	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 45. Paid Holidays: By Type of Foundry

(Percent of production and office workers in establishments with formal provisions for paid holidays, United States and selected regions, November 1967)

Number of paid holidays	United States <sup>1</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
Production workers																						
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Workers in establishments providing paid holidays-----	98	100	100	98	100	100	100	100	100	93	100	100	81	68	99	100	100	99	100	100	99	
Less than 6 days-----	3	2	-	1	-	-	-	-	-	<sup>2</sup> 21	-	15	<sup>3</sup> 34	9	-	-	-	-	-	-	16	
6 days-----	7	1	4	4	22	13	-	-	-	21	1	14	21	-	3	4	6	10	-	10	12	
6 plus 1 or 2 half days-----	1	-	2	-	-	1	-	-	-	-	-	-	3	-	1	3	-	-	-	-	-	
7 days-----	18	37	13	30	10	38	47	41	43	22	35	7	21	34	15	9	30	21	32	11	-	
7 plus 1 or 2 half days-----	2	2	7	9	4	-	-	-	2	-	3	-	-	-	3	9	15	5	24	-	-	
8 days-----	27	52	34	35	25	34	15	59	34	27	61	64	2	25	22	28	40	44	50	55	76	
8 plus 1 or 2 half days-----	<sup>(4)</sup>	-	-	7	4	-	-	-	16	-	-	-	-	-	-	3	-	-	-	-	3	
9 days-----	14	5	14	9	35	10	39	-	3	-	-	-	-	15	19	12	24	-	29	17	18	
9 plus 2 half days-----	-	-	-	<sup>(4)</sup>	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
10 days-----	26	1	22	3	-	3	-	-	-	-	-	-	-	41	28	5	-	-	-	-	-	
12 days-----	-	-	3	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	
Workers in establishments providing no paid holidays-----	2	-	-	2	-	-	-	-	-	7	-	-	19	32	1	-	-	1	-	-	1	
Office workers																						
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Workers in establishments providing paid holidays-----	99	99	100	99	100	99	99	100	100	96	100	100	93	86	99	100	100	99	100	100	99	
Less than 6 days-----	2	1	-	1	-	-	-	-	-	<sup>5</sup> 20	-	11	<sup>6</sup> 21	12	-	-	-	-	-	-	9	
6 days-----	6	1	3	5	7	10	-	-	-	19	-	16	45	-	2	3	9	5	-	8	10	
6 plus 1 or 2 half days-----	1	-	1	-	-	2	-	-	-	-	-	-	10	-	1	2	-	-	-	-	-	
7 days-----	23	28	12	34	9	40	12	34	40	36	26	3	15	39	18	9	36	18	33	23	-	
7 plus 1 or 2 half days-----	1	5	8	11	3	-	-	-	1	-	10	-	-	-	1	10	18	3	24	-	-	
8 days-----	27	55	24	26	36	33	47	66	30	20	64	70	1	35	23	8	17	50	44	45	46	
8 plus 1 or 2 half days-----	<sup>(4)</sup>	-	-	10	3	-	-	-	25	-	-	-	-	-	-	3	-	-	-	-	4	
9 days-----	16	3	24	9	43	14	10	-	3	-	-	-	-	17	31	12	23	-	25	37	20	
9 plus 1 or 2 half days-----	-	4	-	<sup>(4)</sup>	-	-	29	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
10 days-----	24	3	24	3	-	-	-	-	-	-	-	-	-	37	31	5	-	-	-	-	-	
12 days-----	-	-	4	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	
Workers in establishments providing no paid holidays-----	1	<sup>(4)</sup>	-	<sup>(4)</sup>	-	1	1	-	-	4	-	-	7	14	1	-	-	<sup>(4)</sup>	-	-	1	

<sup>1</sup> Includes data for regions in addition to those shown separately.

<sup>2</sup> 6 percent of the workers were provided 4 days and 15 percent, 5 days.

<sup>3</sup> 14 percent of the workers were provided 3 days; 14 percent, 5 days; and 5 percent, 5 days plus 2 half days.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> 17 percent of the workers were provided 5 days and 3 percent, 5 days plus 1 half day.

<sup>6</sup> 7 percent of the workers were provided 3 days; 5 percent, 5 days; and 10 percent, 5 days plus 2 half days.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 46. Paid Vacations: Iron and Steel Foundries

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and regions, November 1967)

Vacation policy	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	Production workers										Office workers									
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																				
Workers in establishments providing paid vacations.....	99	100	100	100	96	97	100	100	100	99	99	100	99	100	98	99	100	100	100	99
Length-of-time payment.....	74	78	86	99	57	54	73	74	72	96	97	99	98	100	97	99	97	100	98	99
Percentage payment.....	25	20	14	1	38	43	27	26	28	3	2	1	2	-	2	-	3	-	2	-
Other.....	(1)	2	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	1	-	-	-	4	3	-	-	-	1	(1)	-	1	-	2	1	-	-	-	(1)
Amount of vacation pay <sup>2</sup>																				
After 1 year of service																				
Under 1 week.....	1	2	-	-	4	-	1	-	-	2	(1)	-	-	-	-	-	1	-	-	1
1 week.....	84	88	94	96	63	55	86	83	79	94	35	30	42	60	40	68	24	53	45	68
Over 1 and under 2 weeks.....	12	5	3	4	28	41	10	15	21	3	1	-	-	-	(1)	-	-	-	-	-
2 weeks.....	2	5	3	-	1	1	2	2	-	-	63	70	57	40	58	31	74	47	55	31
Over 2 and under 3 weeks.....	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service																				
Under 1 week.....	1	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week.....	71	68	80	92	60	44	76	64	65	19	22	20	26	44	32	55	14	44	20	17
Over 1 and under 2 weeks.....	21	23	9	4	28	52	19	30	21	44	2	4	2	-	(1)	4	2	2	2	6
2 weeks.....	6	7	11	5	4	1	4	6	15	37	75	76	70	56	65	40	83	54	80	76
Over 2 and under 3 weeks.....	1	-	-	-	-	-	1	-	-	-	(1)	-	1	-	-	-	(1)	-	-	-
After 3 years of service																				
Under 1 week.....	(1)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week.....	24	47	31	82	24	25	20	16	20	8	11	15	16	38	13	11	8	5	4	4
Over 1 and under 2 weeks.....	42	16	23	5	36	55	54	49	-	6	3	4	4	-	(1)	3	3	13	-	-
2 weeks.....	31	37	40	11	36	17	24	35	60	86	7	76	76	62	85	85	65	82	55	94
Over 2 and under 3 weeks.....	1	-	3	2	-	-	1	-	21	-	9	-	5	-	-	-	15	-	42	-
3 weeks.....	1	-	3	-	-	-	(1)	-	-	-	5	5	1	-	-	-	8	-	-	2
After 5 years of service																				
Under 1 week.....	(1)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week.....	2	-	(1)	6	4	8	1	(1)	4	2	1	-	2	4	1	5	(1)	(1)	-	1
Over 1 and under 2 weeks.....	1	-	-	-	-	-	(1)	11	-	-	(1)	-	-	-	-	-	(1)	2	-	-
2 weeks.....	82	100	84	92	63	48	86	65	75	94	78	95	88	96	92	95	68	83	58	97
Over 2 weeks and under 3 weeks.....	14	-	11	2	28	41	11	23	21	3	3	-	6	-	(1)	-	3	4	42	-
3 weeks.....	1	-	3	-	-	-	2	-	-	-	17	5	3	-	5	-	29	11	-	2
Over 3 weeks and under 4 weeks.....	(1)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service																				
Under 1 week.....	(1)	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week.....	1	-	(1)	6	4	8	1	(1)	4	-	1	-	2	4	1	5	(1)	(1)	-	-
2 weeks.....	27	57	34	80	23	35	18	29	32	63	35	59	35	71	36	92	25	51	32	66
Over 2 and under 3 weeks.....	39	19	18	6	30	49	51	51	21	3	6	3	5	-	2	-	7	16	13	-
3 weeks.....	28	24	38	8	39	5	26	20	23	33	43	38	49	25	59	2	44	33	13	34
Over 3 and under 4 weeks.....	3	-	5	-	-	-	3	-	21	-	9	-	5	-	-	-	15	-	42	-
4 weeks.....	1	-	3	-	-	-	(1)	-	-	-	5	-	3	-	-	-	9	-	-	-
Over 4 weeks.....	(1)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 15 years of service																				
Under 1 week.....	(1)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week.....	1	-	(1)	6	4	8	1	(1)	4	-	1	-	1	4	1	5	(1)	(1)	-	-
2 weeks.....	6	11	9	6	8	22	4	-	3	8	10	11	10	5	16	40	5	7	4	20
Over 2 and under 3 weeks.....	1	8	1	-	(1)	-	1	-	-	-	(1)	-	-	-	(1)	-	1	-	-	-
3 weeks.....	78	81	66	86	70	67	82	74	62	91	61	89	56	84	61	54	58	87	55	80
Over 3 and under 4 weeks.....	9	-	6	2	13	-	11	21	21	-	6	-	4	-	2	-	9	2	42	-
4 weeks.....	4	-	17	-	-	-	1	5	11	-	22	-	28	8	18	-	27	4	-	-
Over 4 weeks.....	(1)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 46. Paid Vacations: Iron and Steel Foundries—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and regions, November 1967)

Vacation policy	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific
	Production Workers										Office Workers									
<u>Amount of vacation pay<sup>2</sup>—Continued</u>																				
<u>After 20 years of service</u>																				
Under 1 week .....	( <sup>1</sup> )	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week .....	1	-	( <sup>1</sup> )	6	4	8	1	( <sup>1</sup> )	4	-	1	-	1	4	4	1	5	( <sup>1</sup> )	-	-
2 weeks .....	6	11	6	6	8	22	4	-	3	8	9	11	8	5	16	40	5	7	4	20
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	-	1	-	-	-	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-
3 weeks .....	56	58	45	74	53	55	59	35	24	75	33	43	33	79	27	11	30	46	38	66
Over 3 and under 4 weeks .....	7	2	8	4	6	7	5	34	34	2	5	-	3	-	2	-	7	16	53	-
4 weeks .....	26	28	32	9	25	4	29	30	24	14	49	45	45	12	52	43	56	30	6	14
Over 4 weeks .....	3	-	8	-	-	-	2	-	11	-	2	-	9	-	-	-	2	-	-	-
<u>After 25 years of service</u>																				
Under 1 week .....	( <sup>1</sup> )	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week .....	1	-	( <sup>1</sup> )	6	4	8	1	( <sup>1</sup> )	4	-	1	-	1	4	1	5	( <sup>1</sup> )	( <sup>1</sup> )	-	-
2 weeks .....	5	11	6	6	8	18	4	-	3	8	9	11	8	5	16	36	( <sup>1</sup> )	7	4	20
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	-	-	-	-
3 weeks .....	44	53	27	18	37	59	49	22	24	72	21	39	13	27	20	8	20	36	31	55
Over 3 and under 4 weeks .....	3	-	( <sup>1</sup> )	-	3	-	4	15	14	-	3	-	( <sup>1</sup> )	-	-	-	5	-	11	-
4 weeks .....	37	36	50	70	29	12	36	63	24	19	58	50	57	65	48	51	64	56	13	25
Over 4 weeks .....	8	-	15	-	15	-	7	-	31	-	8	-	19	-	10	-	5	-	42	-

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Vacation pay expressed as a percent of annual earnings was converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes which occurred after 5 years.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 47. Paid Vacations: By Type of Foundry

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1967)

Vacation policy	United States <sup>1</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
Production workers																						
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																						
Workers in establishments providing paid vacations -----	99	100	100	99	100	100	100	100	100	89	100	100	88	100	100	100	100	100	100	100	100	99
Length-of-time payment -----	79	55	70	75	71	70	71	71	86	59	54	75	78	100	77	72	61	71	87	100	78	99
Percentage payment -----	20	45	30	25	26	7	30	29	14	28	46	25	10	-	23	28	39	29	13	-	22	-
Other -----	( <sup>2</sup> )	-	-	-	3	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations ----	1	-	-	( <sup>2</sup> )	-	-	-	-	-	11	-	-	12	-	-	-	-	-	-	-	-	1
Amount of vacation pay <sup>3</sup>																						
After 1 year of service																						
Under 1 week -----	1	3	-	1	3	-	-	-	-	2	6	-	-	-	1	-	1	-	-	5	-	-
1 week -----	88	57	86	88	84	95	70	100	96	65	57	97	85	100	89	85	81	83	87	95	78	99
Over 1 and under 2 weeks -----	7	39	13	9	4	3	30	-	-	16	37	3	-	-	7	12	15	17	13	-	22	-
2 weeks -----	2	1	2	2	8	3	-	-	4	3	-	-	3	-	1	2	3	-	-	-	-	-
Over 2 and under 3 weeks -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
After 2 years of service																						
Under 1 week -----	( <sup>2</sup> )	3	-	-	3	-	-	-	-	2	6	-	-	-	-	-	-	-	-	-	-	-
1 week -----	76	51	68	72	70	67	70	78	94	60	54	97	69	76	82	66	71	66	63	39	28	-
Over 1 and under 2 weeks -----	16	41	25	18	19	15	30	-	2	16	37	3	13	24	16	29	20	29	37	38	44	48
2 weeks -----	5	4	7	10	8	18	-	22	4	7	3	-	5	-	1	4	9	5	-	23	29	51
Over 2 and under 3 weeks -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
After 3 years of service																						
Under 1 week -----	( <sup>2</sup> )	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
1 week -----	31	14	13	22	41	47	21	10	24	49	6	52	50	32	23	7	23	19	9	16	12	-
Over 1 and under 2 weeks -----	49	46	64	21	24	25	30	39	17	16	49	10	15	33	65	73	21	36	78	-	22	4
2 weeks -----	18	39	15	57	35	25	48	-	59	18	45	38	22	35	11	19	56	45	13	84	66	94
Over 2 and under 3 weeks -----	1	1	5	( <sup>2</sup> )	-	-	-	28	-	-	-	-	-	-	2	-	-	-	-	-	-	-
3 weeks -----	1	-	3	-	-	3	-	22	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-
After 5 years of service																						
Under 1 week -----	( <sup>2</sup> )	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
1 week -----	3	-	-	1	-	1	-	-	-	13	-	-	7	18	1	-	-	1	-	5	-	-
Over 1 and under 2 weeks -----	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	5	24	-	-	-
2 weeks -----	86	59	75	86	100	96	50	49	89	55	63	97	81	82	88	80	84	65	63	95	78	99
Over 2 and under 3 weeks -----	8	41	22	9	-	50	28	9	16	37	3	-	-	-	10	20	11	30	13	-	22	-
3 weeks -----	1	-	3	3	-	3	-	22	-	-	-	-	-	-	( <sup>2</sup> )	-	6	-	-	-	-	-
Over 3 and under 4 weeks -----	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> See footnotes at end of table.

Table 47. Paid Vacations: By Type of Foundry—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1967)

Vacation policy	United States <sup>1</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
Production workers																						
<u>Amount of vacation pay<sup>3</sup>—Continued</u>																						
<u>After 10 years of service</u>																						
Under 2 weeks -----	3	-	-	1	-	1	-	-	-	14	-	-	7	18	1	-	-	1	-	-	-	-
2 weeks -----	35	17	12	24	72	59	2	19	22	37	9	71	73	47	23	11	13	31	18	69	60	60
Over 2 and under 3 weeks -----	44	38	59	23	24	15	30	27	17	24	37	3	2	22	59	67	27	36	82	-	22	-
3 weeks -----	16	44	18	47	3	22	68	3	54	14	54	26	6	13	15	16	54	32	-	31	17	39
Over 3 and under 4 weeks -----	1	1	8	4	-	-	-	28	5	-	-	-	-	-	2	5	6	-	-	-	-	-
4 weeks -----	1	-	3	-	-	3	-	22	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-
Over 4 weeks -----	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>After 15 years of service</u>																						
Under 2 weeks -----	3	-	-	1	-	1	-	-	-	14	-	-	7	18	1	-	-	1	-	-	-	-
2 weeks -----	8	3	3	5	19	16	2	-	6	19	-	22	53	23	4	2	3	-	-	6	28	4
Over 2 and under 3 weeks -----	1	1	2	1	-	-	7	-	-	-	-	3	-	-	1	3	1	-	-	-	-	-
3 weeks -----	78	84	71	77	81	80	53	49	60	37	88	75	27	59	84	72	84	65	87	94	72	95
Over 3 and under 4 weeks -----	8	10	18	8	-	-	20	-	10	19	12	-	-	-	8	23	10	27	13	-	-	-
4 weeks -----	1	2	7	7	-	3	19	51	22	-	-	-	-	-	1	-	3	8	-	-	-	-
Over 4 weeks -----	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>After 20 years of service</u>																						
Under 2 weeks -----	3	-	-	1	-	1	-	-	-	14	-	-	7	18	1	-	-	1	-	-	-	-
2 weeks -----	7	3	3	5	19	9	2	-	6	19	-	22	53	23	4	2	3	-	-	6	28	4
Over 2 and under 3 weeks -----	-	1	2	( <sup>2</sup> )	-	-	7	-	-	-	-	3	-	-	-	3	1	-	-	-	-	-
3 weeks -----	61	68	55	42	72	66	53	39	28	37	62	50	25	24	63	58	49	38	22	83	72	69
Over 3 and under 4 weeks -----	8	1	2	9	4	-	-	7	17	19	-	-	2	22	8	2	3	30	45	6	-	-
4 weeks -----	18	27	31	38	4	24	39	31	37	-	38	24	-	13	21	30	44	31	32	5	-	26
Over 4 weeks -----	1	-	7	4	-	-	-	22	12	-	-	-	-	-	2	5	1	-	-	-	-	-
<u>After 25 years of service</u>																						
Under 2 weeks -----	3	-	-	1	-	1	-	-	-	14	-	-	7	18	1	-	-	1	-	-	-	-
2 weeks -----	7	3	3	5	19	9	2	-	6	19	-	22	48	14	4	2	3	-	-	6	28	4
Over 2 and under 3 weeks -----	-	1	2	( <sup>2</sup> )	-	-	7	-	-	-	-	3	-	-	-	3	-	-	-	-	-	-
3 weeks -----	54	39	47	25	62	55	13	-	13	37	38	24	30	33	58	54	26	33	-	83	72	64
Over 3 and under 4 weeks -----	5	-	1	2	-	1	-	-	-	8	-	-	-	-	6	2	2	17	13	-	-	-
4 weeks -----	26	41	33	57	18	32	79	49	60	11	37	50	2	35	26	29	60	49	87	12	-	31
Over 4 weeks -----	3	15	14	10	-	3	-	51	21	-	25	-	-	-	5	10	9	-	-	-	-	-

See footnotes at end of table.

Table 47. Paid Vacations: By Type of Foundry—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1967)

Vacation policy	United States <sup>1</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	
	Office workers																					
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
<u>Method of payment</u>																						
Workers in establishments providing paid vacations -----	99	99	99	99	100	99	99	97	100	93	100	100	95	100	100	100	100	100	100	100	99	
Length-of-time payment -----	96	99	97	97	98	99	99	97	97	90	100	87	95	100	95	96	99	100	100	100	99	
Percentage payment -----	3	( <sup>2</sup> )	3	2	2	-	-	-	3	2	-	13	-	-	5	4	1	-	-	-	-	
Workers in establishments providing no paid vacations ---	1	( <sup>2</sup> )	( <sup>2</sup> )	1	-	1	1	3	-	7	-	-	5	-	-	-	-	-	-	-	1	
<u>Amount of vacation pay<sup>3</sup>—Continued</u>																						
<u>After 1 year of service</u>																						
Under 1 week -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	3	-	
1 week -----	44	38	27	27	52	64	47	35	31	68	27	63	87	53	32	21	16	58	33	72	63	
Over 1 and under 2 weeks -----	1	-	1	( <sup>2</sup> )	-	-	-	-	-	-	-	2	-	-	2	1	-	-	-	-	-	
2 weeks -----	53	62	72	73	48	36	52	62	69	24	73	35	8	47	65	78	84	42	67	25	37	
<u>After 2 years of service</u>																						
1 week -----	29	37	12	14	34	43	42	19	14	38	27	63	49	26	21	5	12	42	33	18	44	
Over 1 and under 2 weeks -----	4	-	1	1	10	3	-	-	2	-	-	2	15	7	4	1	-	3	-	3	10	
2 weeks -----	66	63	87	84	55	48	57	78	84	54	73	35	31	67	74	94	88	55	67	79	56	
3 weeks -----	1	-	-	-	-	4	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	
<u>After 3 years of service</u>																						
1 week -----	20	8	7	5	22	37	29	-	5	30	2	52	30	14	14	1	3	5	-	5	14	
Over 1 and under 2 weeks -----	5	-	4	1	10	7	-	19	1	-	-	2	15	-	6	2	-	3	33	-	-	
2 weeks -----	51	89	59	92	68	52	70	38	94	62	98	46	50	86	44	65	95	92	67	95	86	
Over 2 and under 3 weeks -----	12	3	29	-	-	-	-	40	-	-	-	-	-	-	19	31	-	-	-	-	-	
3 weeks -----	11	-	-	2	-	4	-	-	-	-	-	-	-	-	17	-	2	-	-	-	4	
<u>After 5 years of service</u>																						
1 week -----	2	-	-	1	-	4	-	-	2	4	-	3	14	9	1	-	-	( <sup>2</sup> )	-	3	-	
Over 1 and under 2 weeks -----	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	3	-	-	-	
2 weeks -----	69	93	55	93	100	91	99	39	95	88	93	95	81	91	57	52	92	78	87	97	100	
Over 2 and under 3 weeks -----	3	3	7	2	-	-	-	40	3	-	-	2	-	-	4	2	2	7	-	-	-	
3 weeks -----	26	4	38	5	-	4	-	19	-	-	7	-	-	-	38	46	6	12	13	-	4	

See footnotes at end of table.

Table 47. Paid Vacations: By Type of Foundry—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1967)

Vacation policy	United States <sup>1</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
Office workers																						
Amount of vacation pay <sup>3</sup> —Continued																						
After 10 years of service																						
1 week .....	2	-	-	1	-	4	-	-	2	4	-	3	14	9	1	-	-	( <sup>2</sup> )	-	-	-	-
2 weeks .....	44	37	21	31	81	60	17	20	30	70	20	71	77	84	32	19	20	46	46	72	63	63
Over 2 and under 3 weeks .....	4	( <sup>2</sup> )	6	9	8	4	-	19	3	6	-	2	-	-	4	5	12	9	33	-	-	-
3 weeks .....	26	60	36	59	10	26	82	-	65	13	80	24	4	7	27	40	68	45	21	27	37	37
Over 3 and under 4 weeks .....	12	3	29	-	-	-	-	40	-	-	-	-	-	-	19	31	-	-	-	-	-	-
4 weeks .....	11	-	7	-	-	4	-	19	-	-	-	-	-	-	17	6	-	-	-	-	-	-
After 15 years of service																						
1 week .....	2	-	-	( <sup>2</sup> )	-	4	-	-	-	4	-	3	14	9	1	-	-	( <sup>2</sup> )	-	-	-	-
2 weeks .....	13	10	9	5	27	19	6	16	4	38	8	11	69	32	7	5	3	13	-	15	44	15
Over 2 and under 3 weeks .....	( <sup>2</sup> )	-	-	1	-	-	-	-	-	-	-	2	-	-	( <sup>2</sup> )	-	1	-	-	-	-	-
3 weeks .....	52	66	42	79	73	72	42	23	59	42	66	84	12	59	45	41	85	76	100	85	56	84
Over 3 and under 4 weeks .....	7	3	2	8	-	-	-	-	9	8	-	-	-	-	10	2	11	3	-	-	-	-
4 weeks .....	25	21	47	7	-	4	52	58	27	-	26	-	-	-	36	51	-	7	-	-	-	-
After 20 years of service																						
1 week .....	2	-	-	( <sup>2</sup> )	-	4	-	-	-	4	-	3	14	9	1	-	-	( <sup>2</sup> )	-	-	-	-
2 weeks .....	13	10	9	5	27	14	6	16	4	38	8	11	69	32	7	5	3	13	-	15	44	15
Over 2 and under 3 weeks .....	-	-	-	1	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	-	-
3 weeks .....	35	23	18	41	71	59	1	19	31	42	19	49	11	39	23	18	44	54	17	82	56	59
Over 3 and under 4 weeks .....	5	3	-	9	-	-	-	-	5	8	-	-	-	-	7	-	11	9	33	-	-	-
4 weeks .....	42	64	72	40	3	19	92	62	44	-	73	35	1	20	59	76	41	23	50	3	-	24
Over 4 weeks .....	2	-	1	4	-	4	-	-	15	-	-	-	-	-	3	1	-	-	-	-	-	-
After 25 years of service																						
1 week .....	2	-	-	( <sup>2</sup> )	-	4	-	-	-	4	-	3	14	9	1	-	-	( <sup>2</sup> )	-	-	-	-
2 weeks .....	13	10	9	5	27	14	6	16	4	38	8	11	60	20	7	5	3	13	-	15	44	15
Over 2 and under 3 weeks .....	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
3 weeks .....	28	10	14	22	59	35	1	-	7	42	12	25	20	19	20	16	24	49	-	71	56	47
Over 3 and under 4 weeks .....	2	-	-	6	-	1	-	-	-	-	-	-	-	-	2	-	11	-	-	-	-	-
4 weeks .....	51	67	64	58	14	41	92	23	64	8	65	59	1	52	64	72	58	38	100	14	-	37
Over 4 weeks .....	4	10	13	8	-	4	-	58	24	-	14	-	-	-	5	7	5	-	-	-	-	-

<sup>1</sup> Includes data for regions in addition to those shown separately.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Vacation pay expressed as a percent of annual earnings was converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes which occurred after 5 years.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 48. Health, Insurance, and Retirement Plans: Iron and Steel Foundries

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and regions, November 1967)

Type of plan <sup>1</sup>	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific
	Production workers										Office workers									
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																				
Life insurance.....	97	96	99	94	97	90	98	98	98	95	98	98	96	96	98	92	99	99	98	98
Employer financed.....	81	55	91	90	76	72	82	56	64	82	82	58	89	92	86	59	81	71	82	83
Jointly financed.....	17	39	8	4	21	18	16	42	34	14	16	40	7	4	13	33	17	28	16	15
Accidental death and dismemberment insurance.....	77	69	58	29	66	81	85	98	68	95	76	79	66	48	55	83	81	99	53	96
Employer financed.....	63	35	53	28	51	67	70	56	53	82	62	43	62	48	39	54	68	71	45	81
Jointly financed.....	14	34	5	1	15	13	14	42	15	14	14	36	5	-	17	29	13	28	7	15
Sickness and accident insurance or sick leave or both <sup>2</sup> .....	90	84	93	86	87	72	95	96	91	31	88	89	95	83	72	61	94	99	47	57
Sickness and accident insurance.....	88	84	91	86	76	72	95	96	70	30	78	89	83	49	62	52	87	89	23	36
Employer financed.....	73	44	81	81	58	63	80	49	51	30	65	46	73	45	52	49	72	58	14	36
Jointly financed.....	15	40	10	4	18	8	16	47	19	-	13	43	9	4	10	3	15	31	9	-
Sick leave (full pay, no waiting period).....	2	4	6	-	-	-	1	-	-	1	41	57	65	30	42	9	39	16	19	22
Sick leave (partial pay or waiting period).....	3	-	2	-	22	-	( <sup>3</sup> )	-	21	-	5	-	-	25	4	-	6	-	6	-
Hospital insurance.....	99	97	100	94	96	92	99	100	100	100	98	99	99	96	97	78	99	100	100	99
Covering employees only.....	5	11	4	1	6	18	3	4	26	19	5	10	1	3	4	13	3	12	32	16
Employer financed.....	4	5	4	1	4	15	2	2	23	17	4	4	1	3	3	8	3	11	31	15
Jointly financed.....	1	6	-	-	2	4	1	2	2	2	1	6	-	-	1	5	1	1	2	1
Covering employees and their dependents.....	94	86	96	93	90	74	97	96	74	81	94	89	97	93	93	65	97	88	68	83
Employer financed.....	67	41	82	66	64	21	70	43	45	55	67	47	88	47	79	6	67	46	60	48
Jointly financed.....	17	40	6	10	17	15	18	40	13	11	16	38	6	10	13	7	19	26	5	18
Employer financed for employees, jointly financed for dependents.....	10	4	8	16	9	36	8	12	16	15	10	4	3	36	1	49	9	16	3	17
Jointly financed for employees, employer financed for dependents.....	1	-	-	-	-	2	1	-	-	-	1	-	-	-	-	3	1	-	-	-
Surgical insurance.....	99	97	99	94	96	92	99	100	100	100	98	99	99	96	97	78	99	100	100	99
Covering employees only.....	6	11	4	1	6	18	3	9	26	19	5	10	1	3	4	13	4	19	32	16
Employer financed.....	4	5	4	1	4	15	2	7	23	17	4	4	1	3	3	8	3	17	31	15
Jointly financed.....	1	6	-	-	2	4	1	2	2	2	1	6	-	-	1	5	1	1	2	1
Covering employees and their dependents.....	93	86	95	93	90	74	97	91	74	81	93	89	98	93	93	65	96	81	68	83
Employer financed.....	66	41	82	66	64	21	70	43	45	55	67	47	88	47	79	6	67	46	60	48
Jointly financed.....	17	40	6	10	17	15	18	40	13	11	16	38	6	10	13	7	19	26	5	18
Employer financed for employees, jointly financed for dependents.....	10	4	8	16	9	36	8	7	16	15	10	4	3	36	1	49	9	9	3	17
Jointly financed for employees, employer financed for dependents.....	1	-	-	-	-	2	1	-	-	-	1	-	-	-	-	3	1	-	-	-

See footnotes at end of table.

Table 48. Health, Insurance, and Retirement Plans: Iron and Steel Foundries—Continued

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and regions, November 1967)

Type of plan <sup>1</sup>	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	
	Production workers										Office workers										
Workers in establishments providing—Continued																					
Medical insurance .....	82	89	86	32	51	41	90	97	100	98	91	95	93	68	78	37	96	98	100	99	
Covering employees only .....	6	8	6	1	4	15	3	12	26	19	5	6	1	3	2	13	4	21	32	16	
Employer financed .....	4	2	6	1	3	11	2	10	23	16	4	1	1	3	2	8	3	19	31	14	
Jointly financed .....	1	6	-	-	1	4	1	2	2	2	1	6	-	-	1	5	1	2	2	1	
Covering employees and their dependents .....	77	81	80	31	48	27	87	85	74	79	86	88	92	66	75	24	93	77	68	83	
Employer financed .....	54	39	68	13	25	5	63	37	45	53	62	48	83	20	62	6	65	42	60	48	
Jointly financed .....	15	40	4	10	17	12	15	40	13	11	15	38	4	10	13	7	17	26	5	18	
Employer financed for employees, jointly financed for dependents .....	7	2	8	8	5	8	7	7	16	15	8	3	5	36	1	8	9	9	3	17	
Jointly financed for employees, employer financed for dependents .....	1	-	-	-	-	2	1	-	-	-	1	-	-	-	-	3	1	-	-	-	
Catastrophe insurance .....	33	54	28	15	42	18	29	46	58	75	55	56	68	65	67	25	48	62	83	88	
Covering employees only .....	4	6	-	1	1	6	4	5	23	25	5	3	1	3	( <sup>3</sup> )	15	4	12	31	25	
Employer financed .....	4	2	-	1	1	2	4	3	21	22	4	1	1	3	( <sup>3</sup> )	10	4	11	30	24	
Jointly financed .....	1	3	-	-	-	4	( <sup>3</sup> )	2	2	2	( <sup>3</sup> )	2	-	-	-	5	( <sup>3</sup> )	1	2	1	
Covering employees and their dependents .....	29	49	28	14	41	12	25	41	35	50	50	54	67	63	67	10	43	49	52	63	
Employer financed .....	17	22	21	7	18	1	16	16	31	39	36	23	59	17	56	1	29	29	49	40	
Jointly financed .....	8	26	3	7	19	9	6	22	-	11	10	28	5	10	10	6	10	17	-	18	
Employer financed for employees, jointly financed for dependents .....	3	2	4	-	4	-	3	3	4	-	4	3	3	36	( <sup>3</sup> )	-	4	3	3	4	
Jointly financed for employees, employer financed for dependents .....	( <sup>3</sup> )	-	-	-	-	2	( <sup>3</sup> )	-	-	-	1	-	-	-	-	3	1	-	-	-	
Retirement plans <sup>4</sup> .....	81	73	75	79	79	69	88	74	69	54	84	78	79	74	86	85	90	77	84	46	
Pensions .....	79	73	74	79	79	69	84	74	57	54	83	78	79	74	86	85	87	77	79	46	
Employer financed .....	68	50	66	76	55	66	77	58	57	15	75	56	71	74	70	77	82	59	60	33	
Jointly financed .....	11	23	9	3	24	3	6	16	-	38	8	22	8	-	16	8	4	17	19	12	
Lump-sum payments .....	9	4	20	6	3	2	10	4	26	-	8	3	20	14	-	3	6	10	17	-	
No plans .....	1	-	-	4	2	8	-	-	-	-	1	-	1	3	1	4	-	-	-	( <sup>3</sup> )	

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security were excluded; however, those plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements. In the Bureau's 1962 survey, plans required by the State temporary disability insurance laws were included if financed at least in part by the employer.

<sup>2</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Unduplicated total of workers covered by pension or lump-sum payments shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 49. Health, Insurance, and Retirement Plans: By Type of Foundry

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and selected regions, November 1967)

Type of plan <sup>1</sup>	United States <sup>2</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
	Production workers																					
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																						
Life insurance -----	97	99	97	98	92	100	100	100	98	95	99	85	78	86	97	95	100	97	100	95	100	94
Employer financed -----	75	88	85	85	44	94	71	78	95	54	88	78	23	73	79	84	87	44	76	95	84	71
Jointly financed -----	21	11	12	13	48	6	29	22	3	41	12	7	55	13	19	11	13	53	24	-	16	23
Accidental death and dismemberment insurance -----	78	65	84	78	72	63	54	52	56	86	58	46	58	73	82	91	87	97	100	91	100	97
Employer financed -----	59	57	77	67	34	57	25	49	56	52	52	39	21	60	65	82	75	44	76	91	84	74
Jointly financed -----	19	8	7	11	38	6	29	3	-	33	6	7	37	13	17	8	12	53	24	-	16	23
Sickness and accident insurance or sick leave or both <sup>3</sup> -----	86	93	97	92	72	86	91	90	98	70	99	64	45	60	93	98	98	96	100	14	14	49
Sickness and accident insurance -----	85	82	97	92	72	82	91	90	98	70	80	64	45	60	93	98	98	96	100	14	14	47
Employer financed -----	66	70	86	79	31	74	43	71	95	36	68	64	12	60	77	87	82	33	76	14	14	47
Jointly financed -----	19	12	11	13	41	8	48	19	3	34	12	-	33	-	17	11	17	63	24	-	-	-
Sick leave (full pay, no waiting period) -----	( <sup>4</sup> )	-	-	5	-	4	-	-	9	-	-	-	-	-	-	-	3	-	-	-	-	3
Sick leave (partial pay or waiting period) -----	1	24	-	-	-	-	29	-	-	-	38	-	-	-	( <sup>4</sup> )	-	-	-	-	-	-	-
Hospital insurance -----	98	99	100	99	95	100	100	100	100	89	99	97	85	86	99	99	100	100	100	100	100	100
Covering employees only -----	7	2	3	5	11	10	-	-	-	15	-	15	25	38	3	4	3	4	-	22	42	10
Employer financed -----	5	2	3	4	5	10	-	-	-	12	-	-	10	38	2	4	3	1	-	22	25	10
Jointly financed -----	2	1	-	1	6	-	-	-	-	3	-	15	15	-	2	-	4	-	-	16	-	-
Covering employees and their dependents -----	92	97	97	94	84	90	100	100	100	74	99	81	60	48	97	96	97	96	100	78	58	90
Employer financed -----	60	70	75	73	33	68	53	81	99	34	82	50	2	13	68	71	74	31	63	64	58	47
Jointly financed -----	23	4	14	12	46	10	-	19	( <sup>4</sup> )	38	6	20	56	4	21	15	13	52	24	-	-	23
Employer financed for employees, jointly financed for dependents -----	7	23	8	9	4	12	47	-	-	2	12	11	3	31	6	10	10	12	13	14	-	20
Jointly financed for employees, employer financed for dependents -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Surgical insurance -----	98	99	100	99	95	100	100	100	98	89	99	97	85	86	99	100	100	100	100	100	100	100
Covering employees only -----	7	2	3	5	11	10	-	-	-	15	-	15	25	38	3	4	4	12	-	22	42	10
Employer financed -----	5	2	3	5	5	10	-	-	-	12	-	-	10	38	2	4	4	8	-	22	25	10
Jointly financed -----	2	1	-	1	6	-	-	-	-	3	-	15	15	-	2	-	4	-	-	16	-	-
Covering employees and their dependents -----	91	97	97	93	84	90	100	100	98	74	99	81	60	48	97	96	96	88	100	78	58	90
Employer financed -----	60	70	75	72	33	68	53	81	98	34	82	50	2	13	68	71	74	31	63	64	58	47
Jointly financed -----	23	4	14	12	46	10	-	19	( <sup>4</sup> )	38	6	20	56	4	21	15	13	52	24	-	-	23
Employer financed for employees, jointly financed for dependents -----	7	23	8	9	4	12	47	-	-	2	12	11	3	31	6	10	10	5	13	14	-	20
Jointly financed for employees, employer financed for dependents -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-

See footnotes at end of table.

Table 49. Health, Insurance, and Retirement Plans: By Type of Foundry—Continued

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and selected regions, November 1967)

Type of plan <sup>1</sup>	United States <sup>2</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malle-able iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malle-able iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malle-able iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
Production workers																						
Workers in establishments providing—Continued																						
Medical insurance .....	88	47	90	84	81	89	100	59	88	60	44	71	73	66	94	97	80	95	100	95	100	99
Covering employees only .....	7	2	3	5	6	13	-	-	3	8	-	15	25	27	3	4	4	17	-	22	42	9
Employer financed .....	5	2	3	5	-	13	-	-	3	8	-	-	10	27	2	4	4	14	-	22	25	9
Jointly financed .....	2	1	-	1	6	-	-	-	-	-	-	15	15	-	2	-	4	-	-	-	16	-
Covering employees and their dependents .....	81	44	86	78	76	75	100	59	85	51	44	55	48	39	90	93	76	78	100	73	58	90
Employer financed .....	51	32	69	61	29	53	53	59	84	11	33	24	2	13	63	71	61	21	63	60	58	47
Jointly financed .....	22	4	9	9	46	10	-	-	(4)	38	6	20	44	4	20	12	7	52	24	-	-	23
Employer financed for employees, jointly financed for dependents .....	7	8	8	8	-	12	47	-	-	2	6	11	3	22	6	10	8	5	13	14	-	20
Jointly financed for employees, employer financed for dependents .....	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Catastrophe insurance .....	30	33	29	41	50	30	48	51	18	58	39	7	60	4	23	27	45	37	69	60	68	89
Covering employees only .....	5	2	7	3	6	-	-	-	-	3	-	-	25	-	3	9	3	9	-	26	28	23
Employer financed .....	4	1	7	3	-	-	-	-	-	3	-	-	10	-	3	9	3	5	-	26	12	23
Jointly financed .....	1	1	-	-	6	-	-	-	-	-	-	-	15	-	1	-	4	-	-	16	-	-
Covering employees and their dependents .....	25	31	23	37	44	30	48	51	18	54	39	7	35	4	20	18	42	28	69	34	40	66
Employer financed .....	9	17	19	31	23	18	19	51	17	17	21	-	2	-	5	13	41	1	45	34	40	43
Jointly financed .....	11	7	4	5	21	9	-	-	(4)	35	12	7	33	4	8	5	(4)	22	24	-	-	23
Employer financed for employees, jointly financed for dependents .....	4	6	-	1	-	4	29	-	-	2	6	-	-	-	5	-	1	5	-	-	-	-
Jointly financed for employees, employer financed for dependents .....	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Retirement plans <sup>4</sup> .....	73	97	90	86	65	56	98	77	87	52	99	40	33	55	82	92	96	63	92	55	72	47
Pensions .....	70	97	90	82	65	52	98	77	87	52	99	40	33	55	78	92	90	63	92	55	72	47
Employer financed .....	59	74	82	76	42	40	69	77	83	35	67	40	27	55	71	82	87	36	92	15	51	4
Jointly financed .....	10	23	8	7	23	12	29	-	4	16	32	-	5	-	7	10	3	26	-	40	21	43
Lump-sum payments .....	7	10	5	15	-	20	39	29	15	-	5	-	-	-	7	1	19	-	13	-	-	-
No plans .....	1	(4)	-	1	-	-	-	-	-	5	1	-	15	14	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 49. Health, Insurance, and Retirement Plans: By Type of Foundry—Continued

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and selected regions, November 1967)

Type of plan <sup>1</sup>	United States <sup>2</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
	Office workers																					
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																						
Life insurance -----	96	99	98	98	96	91	99	100	97	97	100	89	83	80	98	98	100	98	100	97	100	98
Employer financed -----	74	97	82	83	44	83	99	81	91	46	100	89	15	66	79	84	83	51	100	97	91	72
Jointly financed -----	23	3	17	15	52	8	-	19	6	51	-	-	68	15	19	14	17	47	-	-	9	27
Accidental death and dismemberment insurance -----	73	63	87	79	78	73	68	62	63	89	45	38	58	60	70	91	88	98	100	97	100	94
Employer financed -----	53	56	82	66	34	65	68	59	58	42	37	38	14	45	53	90	72	51	100	97	91	68
Jointly financed -----	20	6	5	14	43	8	-	3	4	47	7	-	44	15	17	2	16	47	-	-	9	27
Sickness and accident insurance or sick leave or both <sup>3</sup> -----	88	78	93	90	75	93	98	97	95	72	72	70	52	59	93	96	92	98	100	53	57	59
Sickness and accident insurance -----	80	60	91	79	75	62	98	93	88	72	58	70	27	39	88	94	81	98	100	39	11	41
Employer financed -----	60	57	83	66	29	53	88	78	80	31	58	70	10	39	72	86	65	42	100	39	11	41
Jointly financed -----	19	4	8	13	46	9	10	16	8	41	-	-	18	-	17	8	16	55	-	-	-	-
Sick leave (full pay, no waiting period) -----	46	42	53	31	34	52	82	97	61	36	47	11	25	20	51	45	20	12	-	17	46	18
Sick leave (partial pay or waiting period) -----	( <sup>4</sup> )	8	-	10	-	-	-	-	-	-	6	-	-	-	-	-	19	-	-	-	-	-
Hospital insurance -----	98	97	97	99	97	99	99	100	98	88	99	98	86	95	99	100	100	100	100	100	100	99
Covering employees only -----	6	1	6	5	15	4	-	-	-	13	-	11	38	28	2	7	2	3	24	26	30	6
Employer financed -----	4	1	6	4	9	4	-	-	-	12	-	-	10	28	1	7	2	( <sup>4</sup> )	24	26	21	6
Jointly financed -----	2	( <sup>4</sup> )	-	1	6	-	-	-	-	1	-	11	29	-	1	-	-	2	-	-	9	-
Covering employees and their dependents -----	93	96	91	95	83	95	99	100	98	75	99	87	48	67	98	93	98	97	76	74	70	93
Employer financed -----	58	78	74	68	37	75	98	84	94	24	99	73	6	20	65	74	67	33	59	60	70	35
Jointly financed -----	25	1	6	17	43	9	-	16	4	50	-	-	39	2	24	6	21	46	-	-	-	35
Employer financed for employees, jointly financed for dependents -----	8	16	11	10	<sup>3</sup> 2	12	1	-	-	1	-	14	2	44	7	14	10	18	17	14	-	23
Jointly financed for employees, employer financed for dependents -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Surgical insurance -----	98	97	97	99	97	99	99	100	99	88	99	98	86	95	99	100	100	100	100	100	100	99
Covering employees only -----	6	1	6	5	15	4	-	-	-	13	-	11	38	28	2	7	4	15	24	26	30	6
Employer financed -----	4	1	6	5	9	4	-	-	-	12	-	-	10	28	1	7	4	12	24	26	21	6
Jointly financed -----	2	( <sup>4</sup> )	-	1	6	-	-	-	-	1	-	11	29	-	1	-	-	2	-	-	9	-
Covering employees and their dependents -----	92	96	91	94	83	95	99	100	99	75	99	87	48	67	98	93	96	85	76	74	70	93
Employer financed -----	58	78	74	68	37	75	98	84	95	24	99	73	6	20	65	74	66	33	59	60	70	35
Jointly financed -----	25	1	6	17	43	9	-	16	4	50	-	-	39	2	24	6	21	46	-	-	-	35
Employer financed for employees, jointly financed for dependents -----	7	16	11	10	3	12	1	-	-	1	-	14	2	44	7	14	10	6	17	14	-	23
Jointly financed for employees, employer financed for dependents -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-

See footnotes at end of table.

Table 49. Health, Insurance, and Retirement Plans: By Type of Foundry—Continued

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and selected regions, November 1967)

Type of plan <sup>1</sup>	United States <sup>2</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malle-able iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malle-able iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malle-able iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
Office workers																						
Workers in establishments providing—Continued																						
Medical insurance .....	91	76	91	96	87	94	99	66	98	66	82	74	85	83	95	98	97	96	100	100	100	98
Covering employees only .....	6	1	6	5	6	4	-	-	-	7	-	11	38	28	2	7	4	18	24	26	30	6
Employer financed .....	4	1	6	5	-	4	-	-	-	7	-	-	10	28	1	7	4	16	24	26	21	6
Jointly financed .....	2	( <sup>4</sup> )	-	1	6	-	-	-	-	-	-	11	29	-	1	-	2	-	-	-	9	-
Covering employees and their dependents .....	86	75	85	91	81	90	99	66	98	59	82	63	46	55	93	91	93	77	76	74	70	93
Employer financed .....	53	68	71	66	38	69	98	66	91	8	82	49	6	20	61	72	66	25	59	60	70	35
Jointly financed .....	24	1	3	15	43	9	-	-	4	50	-	-	38	2	23	4	17	46	-	-	-	35
Employer financed for employees, jointly financed for dependents .....	7	5	11	10	-	12	1	-	3	1	-	14	2	32	7	14	10	6	17	14	-	23
Jointly financed for employees, employer financed for dependents .....	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Catastrophe insurance .....	40	66	39	75	57	65	57	62	74	55	78	3	75	38	29	38	77	50	78	72	89	97
Covering employees only .....	4	1	11	5	6	-	-	-	2	1	-	-	38	35	1	14	2	7	24	38	19	19
Employer financed .....	3	( <sup>4</sup> )	11	5	-	-	-	-	2	1	-	-	10	35	1	14	2	5	24	38	10	19
Jointly financed .....	1	( <sup>4</sup> )	-	-	6	-	-	-	-	-	-	-	29	-	( <sup>4</sup> )	-	2	-	-	-	9	-
Covering employees and their dependents .....	36	65	28	70	52	65	57	62	72	54	78	3	37	2	28	24	75	42	54	34	70	78
Employer financed .....	17	58	26	52	34	53	57	62	61	12	78	3	6	-	11	21	57	5	54	34	70	35
Jointly financed .....	12	1	1	15	17	6	-	-	8	42	-	-	31	2	8	1	16	31	-	-	-	35
Employer financed for employees, jointly financed for dependents .....	6	5	1	3	-	6	-	-	3	1	-	-	-	-	6	1	2	6	-	-	-	8
Jointly financed for employees, employer financed for dependents .....	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Retirement plans <sup>5</sup> .....	74	98	87	89	55	69	98	62	84	59	100	40	40	80	83	90	98	61	95	58	70	35
Pensions .....	72	98	87	86	55	69	98	62	84	59	100	40	40	80	80	90	93	61	95	52	70	35
Employer financed .....	64	85	86	78	38	64	98	62	70	57	78	40	31	65	72	89	92	30	95	38	70	20
Jointly financed .....	8	14	1	8	16	4	-	-	14	2	22	-	10	15	8	1	1	31	-	14	-	15
Lump-sum payments .....	5	9	3	12	-	20	29	22	17	-	-	-	-	-	4	-	11	-	9	-	-	1
No plans .....	( <sup>4</sup> )	( <sup>4</sup> )	-	1	-	1	1	-	2	3	-	-	14	5	-	-	-	-	-	-	-	1

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security were excluded; however, those plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements. In the Bureau's 1962 survey, plans required by the State temporary disability insurance laws were included if financed at least in part by the employer.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Unduplicated total of workers covered by pension or lump-sum payments shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 50. Other Selected Benefits: Iron and Steel Foundries

(Percent of production and office workers in establishments providing cost-of-living pay adjustments, funeral leave pay, jury duty pay, severance pay, and supplemental unemployment benefits, United States and regions, November 1967)

Item <sup>1</sup>	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Production workers									
Workers in establishments with provisions for:										
Cost-of-living adjustments:										
Based on CPI .....	29	13	1	-	4	-	48	21	21	-
Other basis .....	1	-	2	-	-	-	( <sup>2</sup> )	-	-	-
Funeral leave pay .....	46	74	46	8	14	2	59	54	-	9
Jury duty pay .....	61	32	62	71	59	53	66	76	55	24
Severance pay .....	25	-	28	-	13	1	35	-	-	-
Supplemental unemployment benefits .....	33	-	29	-	4	-	49	14	21	-
	Office workers									
Workers in establishments with provisions for:										
Cost-of-living adjustments:										
Based on CPI .....	17	5	-	-	3	-	30	-	-	2
Other basis .....	51	72	42	77	40	4	60	59	-	9
Funeral leave pay .....	65	34	63	69	69	62	69	79	80	23
Jury duty pay .....	18	-	12	28	( <sup>2</sup> )	1	28	6	26	-
Severance pay .....	11	-	13	-	-	-	16	7	-	-

<sup>1</sup> For definitions of items, see appendix A.<sup>2</sup> Less than 0.5 percent.

Table 51. Other Selected Benefits: By Type of Foundry

(Percent of production and office workers in establishments providing cost-of-living pay adjustments, funeral leave pay, jury duty pay, severance pay, and supplemental unemployment benefits, United States and selected regions, November 1967)

Item <sup>1</sup>	United States <sup>2</sup>				New England	Middle Atlantic				Southeast			Southwest		Great Lakes			Middle West		Pacific		
	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Malleable iron	Steel	Gray iron, except pipe and fittings	Steel	Gray iron, except pipe and fittings	Gray iron pipe and fittings	Steel
	Production workers																					
Workers in establishments with provisions for:																						
Cost-of-living adjustments:																						
Based on CPI .....	37	2	51	16	-	3	-	22	-	2	1	26	-	-	55	63	26	15	33	-	-	-
Other basis .....	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Funeral leave pay .....	57	10	66	32	68	53	32	3	52	35	3	15	9	-	68	77	27	55	46	-	-	18
Jury duty pay .....	57	71	73	61	29	40	68	77	76	31	75	53	37	59	66	80	57	82	68	8	-	44
Severance pay .....	27	15	29	24	-	12	19	22	43	-	22	-	2	-	40	34	26	-	-	-	-	-
Supplemental unemployment benefits.....	35	7	55	30	-	17	49	51	30	11	-	-	-	-	50	62	41	-	33	-	-	-
	Office workers																					
Workers in establishments with provisions for:																						
Cost-of-living adjustments:																						
Based on CPI .....	27	2	39	2	-	-	-	-	-	-	5	-	-	-	41	51	2	-	-	-	-	4
Other basis .....	58	35	75	40	69	34	-	21	58	34	40	57	24	-	68	85	35	56	54	16	-	8
Funeral leave pay .....	56	81	72	66	31	31	81	62	77	33	83	57	36	74	65	81	65	87	67	28	-	27
Jury duty pay .....	27	7	35	6	-	15	10	-	15	1	-	-	4	-	39	46	3	6	9	-	-	-
Severance pay .....	13	12	9	8	-	11	71	-	1	-	-	-	-	-	19	11	15	-	-	-	-	-

<sup>1</sup> For definitions of items, see appendix A.<sup>2</sup> Includes data for regions in addition to those shown separately.

## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments engaged primarily in manufacturing iron and steel castings (industry group 332, as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Separate auxiliary units, such as central offices, were excluded.

The establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, are shown in the table on the following page.

### Method of Study

Data were obtained by personal visits of Bureau field staff under the direction of the Bureau's Assistant Regional Directors for Operations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry group, excluding only those below the minimum size at the time of reference of the universe data.

### Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments. The terms "establishment" and "foundry" have been used interchangeably in this bulletin. Both commercial and captive foundries were covered by the study. Commercial foundries are those producing castings for sale to other firms on a job order basis. Captive foundries are those primarily producing castings for incorporation into final products of a parent company.

### Type of Foundry

The classification of foundries was determined on the basis of the principal type of casting produced: Gray iron pipe and fittings; gray iron, except pipe and fittings; malleable iron; and steel. For example, if the value of an establishment's product was 60 percent malleable iron and 40 percent steel castings, all workers in that establishment were included in the malleable iron classification.

### Employment

The estimates of the number of workers within scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied.

### Production Workers

The term "production workers," as used in this bulletin, includes working foremen and all non-supervisory workers engaged in nonoffice functions. Administrative, executive, professional, and technical

Estimated Number of Establishments and Workers Within Scope of the Survey and Number Studied,  
Iron and Steel Foundries, November 1967

Type of foundry, region, <sup>1</sup> and area <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments			
	Within scope of survey	Studied	Within scope of survey			Studied
			Total <sup>4</sup>	Production workers	Office workers	
<u>All establishments</u>						
United States .....	1,063	468	221,330	185,236	11,826	151,325
New England .....	71	32	7,006	5,852	349	4,839
Middle Atlantic .....	208	83	34,463	28,453	1,981	22,431
Border States .....	37	19	6,371	5,558	310	5,403
Southeast .....	98	45	23,418	19,980	1,326	19,369
Southwest .....	51	30	9,185	7,556	497	7,907
Great Lakes .....	453	171	122,762	102,638	6,428	78,132
Middle West .....	44	28	6,770	5,634	362	5,485
Mountain .....	14	11	1,729	1,390	108	1,623
Pacific .....	87	49	9,626	8,175	465	6,136
<u>Gray iron foundries, except pipe and fittings</u>						
United States <sup>5</sup> .....	737	270	105,776	90,317	4,466	62,038
New England .....	53	23	3,916	3,314	143	2,499
Middle Atlantic <sup>6</sup> .....	140	44	12,234	10,506	539	6,045
Philadelphia .....	16	11	890	756	33	709
Pittsburgh .....	22	14	2,655	2,205	174	2,347
Southeast .....	69	22	7,296	6,508	329	4,568
Southwest .....	32	17	2,168	1,868	84	1,614
Great Lakes <sup>6</sup> .....	327	101	68,111	57,827	2,856	38,434
Chicago .....	26	18	2,984	2,546	130	2,676
Middle West <sup>6</sup> .....	35	20	4,123	3,483	202	2,951
St. Louis .....	13	8	1,883	1,577	92	1,549
Pacific <sup>6</sup> .....	43	24	3,516	2,993	146	2,409
Los Angeles-Long Beach and Anaheim-						
Santa Ana-Garden Grove .....	22	12	1,983	1,692	68	1,284
San Francisco-Oakland .....	7	7	739	635	28	739
<u>Gray iron pipe and fittings foundries</u>						
United States <sup>5</sup> .....	51	42	25,397	20,991	1,727	23,838
Middle Atlantic .....	11	7	2,811	2,241	253	2,325
Southeast <sup>6</sup> .....	19	16	14,215	11,869	905	13,403
Alabama .....	14	12	11,403	9,475	680	10,843
Birmingham .....	7	7	6,912	5,646	605	6,912
Pacific .....	10	8	1,472	1,250	70	1,211
<u>Malleable iron foundries</u>						
United States <sup>5</sup> .....	63	35	26,699	21,934	1,723	17,805
Middle Atlantic .....	13	6	3,486	2,875	227	1,564
Great Lakes .....	40	23	20,494	16,823	1,323	13,970
<u>Steel foundries</u>						
United States <sup>5</sup> .....	212	121	63,458	51,994	3,910	47,644
Middle Atlantic <sup>6</sup> .....	44	26	15,932	12,831	962	12,497
Pittsburgh .....	13	9	4,245	3,566	155	3,917
Southeast .....	10	7	1,907	1,603	92	1,398
Southwest .....	15	9	2,905	2,442	122	2,181
Great Lakes <sup>6</sup> .....	83	44	32,907	26,969	2,172	24,478
Chicago .....	12	9	4,352	3,555	298	3,946
Middle West .....	7	6	2,315	1,926	126	2,202
Pacific .....	34	17	4,638	3,932	249	2,516

<sup>1</sup> The regions in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; Mountain—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and Pacific—California, Nevada, Oregon, and Washington.

<sup>2</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

<sup>3</sup> Includes only establishments having 20 workers or more at the time of reference of the universe data.

<sup>4</sup> Includes executive, professional, and other workers excluded from the production and office worker categories.

<sup>5</sup> Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

<sup>6</sup> Includes data for States or areas in addition to those shown separately.

personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded.

### Office Workers

The term "office workers," as used in this bulletin, includes all nonsupervisory office workers and excludes administrative, executive, professional and technical employees.

### Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations, but were included in the data for all production workers.

### Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the worker's regular pay, but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were calculated by weighing each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours. The median designates position; that is, one-half of the employees surveyed received more than this rate, and one-half received less. The middle range is defined by two rates of pay; one-fourth of the employees earned less than the lower of these rates, and one-fourth earned more than the higher rate.

### Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in the Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

### Method of Wage Payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates

or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. Individual experienced workers may occasionally be paid above or below the single rate for special reasons, but these payments are regarded as exceptions. Range-of-rate plans are those where the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time.

Stint work provides a fixed daily rate for a predetermined amount of work regardless of the actual amount of time required. Workers employed under these plans were considered timeworkers. The hourly rate was determined by dividing daily or weekly earnings by scheduled daily or weekly hours (i.e., maximum daily or weekly hours before overtime premium is paid).

#### Scheduled Weekly Hours

Data on weekly hours refer to the predominant work schedule for full-time production workers (or office workers) employed on the day shift.

#### Shift Provisions and Practices

Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

#### Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers (or office workers) in an establishment, the benefits were considered applicable to all workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid Holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, Insurance, and Retirement Plans. Data are presented for health, insurance, pension, and lump-sum retirement payment plans for which all or part of the cost is borne by the employer, excluding programs required by law such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company, and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all plans to which the employer contributes at least part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,<sup>8</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law.

Tabulations of paid sick-leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. These plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payment for the remainder of the retiree's life. Data are presented separately for lump-sum retirement pay (one payment or several over a specified period of time) made to employees upon retirement. Establishments providing both lump-sum payments and pensions to employees upon retirement were considered as having both retirement pension and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

Cost-of-Living Adjustments. Provisions for cost-of-living adjustments relate to formal plans whereby rates are increased periodically to reflect changes in the Consumer Price Index or on some other basis.

Supplemental Unemployment Benefits. Data relate to formal plans designed to supplement benefits paid under State unemployment systems.

Severance Pay. Data relate to formal plans providing for payments to employees permanently separated from the company through no fault of their own.

Paid Funeral and Jury Duty Leave. Data for paid funeral and jury duty leave are limited to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

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<sup>8</sup> The temporary disability insurance laws in California and Rhode Island do not require employer contributions.



## Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field staff is instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

### Plant Occupations

#### CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

#### CENTRIFUGAL-CASTING-MACHINE OPERATOR, PIPE

Casts pipe by operating a centrifugal casting machine. For wage study purposes, workers are to be classified according to the type of molds used, as follows:

Metal Molds. Operates a machine in which pipe is cast centrifugally in water cooled metal molds that are rotated at comparatively high speeds. Starts machine rotating at specified speed and actuates the controlling mechanism which tilts the casting-ladle at a uniform rate to maintain a constant uniform pouring of metal into the mold. The stream of iron flows tangentially onto the surface of the mold, where it is held in place by centrifugal force and forms a homogeneous pipe with a perfectly cylindrical bore. Observes and controls pouring rate of casting ladle, rotating speed, and amount of water supplied.

Sand-Lined Molds. Operates a machine in which pipe is cast centrifugally in sand-lined molds. Directs placement of mold assembly in the casting machine which rotates the flask about the horizontal axis. Starts machine rotating at specified speed and actuates the controlling mechanism which causes the pouring ladle to empty itself into the mold through a trough extending into one end of the mold. Centrifugal force holds the liquid metal on the wall of the sand mold, forming a perfectly cylindrical bore, and spinning is continued until the metal has solidified. Observes and controls proper spinning speed and pouring rate.

CHARGING-MACHINE OPERATOR

Loads metal into a furnace with an electric-powered traveling charging machine. Starts loaded machine along a track parallel to furnace and manipulates levers to push the charging box through the open door to dump or charge the metal into the furnace.

CHIPPER AND GRINDER

(Air hammer man; bench grinder; chipper; disc grinder; face grinder operator; portable-grinder operator; power-chisel operator; shaft grinder; snagger; stand grinder; swing-frame grinder)

Operates one or more types of chipping or grinding equipment in removing undesirable projections or surplus metal (fins, burrs, gates, risers, weld seams) from sand- or die-castings, forgings, or welded units. The more common types of equipment employed for such operations include pneumatic chisels, portable grinding tools, stand grinders, and swing-frame grinders. A variety of handtools including hammers, cold chisels, hand files and saws, also may be utilized by the operator in his work.

For wage study purposes, workers are to be classified according to whether they specialize in either chipping or grinding or perform both operations as follows:

Chipper  
Grinder  
Chipper and grinder

CORE ASSEMBLER AND FINISHER

(Core paster)

Pastes or sticks together sections of baked sand-cores to form completed cores which are used in molds to produce holes or hollows in castings. Fills in any cracks or seams on core with a paste of silica powder and water. Brushes a graphite facing on the surface of the core.

COREMAKER, HAND

Shapes by hand (on bench or floor) varying types of sand-cores placed in molds to form hollows and holes in metal castings. Work requires most of the following: Selecting appropriate core boxes and work sequences; cleaning core boxes with compressed air or hand bellows, and dusting parting sand over inside of core box to facilitate removal of finished core; packing and ramming core sand solidly into box, using shovels, hands, and tamping tools; selecting and setting vent wires and reinforcing wires into cores; determining appropriate sand blends and moisture content of sand required for a particular core; removing core box from core and repairing damage to impressions; baking cores to harden them; and assembling cores of more than one section. Includes workers who specialize in making small and medium size cores on the bench, large cores, or core sections on the foundry floor or in a pit, as well as those who perform both types of work.

For wage study purposes, workers are classified as follows:

Coremaker, hand, bench  
Coremaker, hand, floor  
Coremaker, hand, bench and floor

## COREMAKER, MACHINE

Makes sand cores used in molds to produce holes or hollows in castings. Workers are to be classified according to the type of coremaking machine, as follows:

Core-Blowing Machine. Places core box in machine; starts machine and pulls lever or depresses pedal, causing machine to blow and compact sand in core box; removes box; and removes core and places it on a plate to be moved to oven for baking.

Turn-Over-Draw Machine. Selects appropriate core box and sets it on machine table; fills core box with sand and determines appropriate sand blends and moisture content of sand required for a particular core; operates machine by opening compressed-air valve, causing the table to rise and fall repeatedly, thus compressing the sand in the core box; selects and inserts appropriate reinforcing wires in sand; operates lever or handle to cause table to roll over and deposit core box upside down on another table; opens valve to jolt box and loosen core; pushes table down, causing core to be stripped from box; and smooths core and places it on plate to be removed to core oven for baking.

Other Coremaking Machines. (Including those operating a combination of the machines listed above.) For purposes of this study, workers operating machines which make shell molds or cores by baking a resin and sand mixture on a heated metal pattern should be classified as shell-mold and/or shell-core machine operators.

## CRANE OPERATOR, ELECTRIC BRIDGE

(Overhead-crane operator; traveling-crane operator)

Lifts and moves heavy objects with an electrically powered hoist, which is mounted on a metal bridge and runs along overhead rails. Work involves closing switch to turn on electricity; and moving electrical controller levers and brake pedal to run the crane bridge along overhead rails, to run the hoisting trolley back and forth across the bridge, and to raise and lower the load line and anything attached to it. (Motions of crane are usually carried out in response to signals from other workers on the ground.)

For wage study purposes, crane operators are classified by type of crane operated, as follows:

Under 20 tons  
20 tons and over

## CUPOLA TENDER

Operates a cupola furnace used in a foundry to melt pig iron to produce a molten metal that may be poured into molds to form castings. Supervises the charging of the furnace with pig iron, coke and flux in their proper proportions. Kindles the fire and starts the blower supplying an air blast. Determines quantity of metal melted. May open or plug a tap hole to start or stop the flow of molten metal into a receiving ladle. Also may patch furnace and ladle lining with refractory clay.

## ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit

ELECTRICIAN, MAINTENANCE—Continued

systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations related to load requirements of wiring or electrical equipment; and using a variety of electrician's hand-tools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

FURNACE TENDER

(Furnace operator; first helper—open hearth furnace; electric furnace operator)

Is responsible for the firing and charging of a furnace in which various metals or alloys are melted to be used in making castings. Work involves most of the following: Regulating the temperature of the furnaces; directing and assisting in charging the furnace with metal and in removing the molten metal when at proper pouring temperature; observing for proper operation of furnace. Also may perform other duties at or near the furnace and direct the activities of other members of the furnace crew. This classification excludes melters who are supervisory foremen.

For wage study purposes, workers are to be classified by type of furnace, as follows:

- Electric furnace
- Open-hearth furnace

FURNACE TENDER'S HELPER

(Furnace operator helper; second helper—open-hearth furnace; electric furnace helper)

Assists the furnace tender in carrying out his responsibilities for the proper firing and charging of a furnace in which various metals or alloys are melted to be used in making castings. Assists in regulating the temperature of the furnace, in directing the charge of the furnace, and the removal of the molten metal when at proper pouring temperature; relieves the furnace tender as necessary.

This classification excludes helpers who perform miscellaneous heavy and unskilled work at or around the furnace.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting workers by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade. In some trades the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations or parts of a trade that also are performed by workers on a full-time basis.

INSPECTOR

Inspects parts, products, and/or processes. Performs operations such as examining parts or products for flaws and defects, and checking their dimensions and appearance to determine whether they meet the required standards and specifications. Testers who use electronic and/or mechanical equipment (e.g., X-ray testers, pressure testers, sound testers) to test castings for defects are excluded.

INSPECTOR—Continued

Class A. Responsible for decisions regarding the quality of the product and/or operations. Work involves any combination of the following: Thorough knowledge of the processing operations in the branch of work to which he is assigned, including the use of a variety of precision measuring instruments; interpreting drawings and specifications in inspection work on units composed of a large number of component parts; examining a variety of products or processing operations; determining causes of flaws in products and/or processes and suggesting necessary changes to correct work methods; and devising inspection procedures for new products.

Class B. Work involves any combination of the following: Knowledge of processing operations in the branch of work to which he is assigned, limited to familiar products and processes or where performance is dependent on past experience; performing inspection operations on products and/or processes having rigid specifications, but where the inspection procedures involve a sequence of inspection operations, including decisions regarding proper fit or performance of some parts; and using precision measuring instruments.

Class C. Work involves any combination of the following: Short-cycle, repetitive inspection operations; using a standardized, special-purpose measuring instrument repetitively; visual examination of parts of products; and rejecting units having obvious deformities or flaws.

LABORER, GENERAL FOUNDRY

Performs a variety of unskilled tasks involved in production operations, such as handling sand, castings, scrap, coal, and oil; cleaning tanks, floors, and around machines; and removing debris. May handle patterns, cores, molds, etc.; and straighten rods, wires, pipes, etc. Exclude workers performing the duties of material handling laborers, as well as those employed as helpers, who are learning skilled jobs such as molders and coremakers.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by hand, truck, car, or wheelbarrow. Longshoremen, who load and unload ships, are excluded.

Excludes foundry labor (general helpers) assisting in the production operations, such as "shifter" in floor-mold department and "core-transfer-man" in coremaking department.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts for repair on mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training experience.

## MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

## MOLDER, FLOOR

Shapes large molds or mold sections by hand on the foundry floor or in a pit by ramming or packing sand around patterns placed in flasks. Work involves most of the following: Selecting and assembling appropriate flasks and patterns and positioning patterns in flasks for a variety of molds; determination of appropriate sand blends and moisture content of sand required for different molds; packing and ramming sand or loam around patterns; drawing patterns and smoothing molds; selecting and setting in position appropriate cores; determination of appropriate gating, venting, reinforcing, and facing required for particular mold; assembling mold sections to form complete molds, using molder's handtools such as riddles, rammers, trowels, slicks, lifters, bellows and mallets in compacting and smoothing of molds; directing the pouring of the molten metal into molds; and operating a crane in lifting and moving of mold or mold sections.

## MOLDER, HAND, BENCH

Shapes small and medium-sized molds (or component sections of a mold that are assembled into complete units) by hand on a bench, by ramming and packing sand around patterns placed in flasks. Work involves most of the following: Selecting and assembling appropriate flasks and patterns for varying molds; determination of appropriate sand blends and moisture content of sand required for different types of molds; packing and ramming green sand, dry sand or loam around patterns; drawing patterns and smoothing molds; selecting and setting cores in position; determination of the types of gating necessary for the molds; finishing molds by performing operations such as facing, venting, and reinforcing; assembling mold sections to form complete molds; selecting and using molder's handtools such as riddles, trowels, slicks, lifters, bellows and mallets in packing and smoothing of molds or mold sections; and directing the pouring of the molten metals.

## MOLDER, MACHINE

Shapes molds or mold sections on any one or a combination of several types of molding machines, such as roll-over, jolt roll-over, jarring, and squeeze machines. Work involves most of the following: Selecting and assembling appropriate flasks and patterns and positioning patterns in flasks; filling flasks with sand and ramming of sand around pattern with ramming tool or by mechanical means; determination of appropriate sand blends and moisture content of sand required for particular molds; preparing molds for drawing of patterns and repairing damage to mold impressions in sand; selecting and setting in position appropriate cores; determination of appropriate venting, gating, reinforcing, and facing required; assembling upper and lower sections of molds; and guiding or assisting in the pouring of the molten metal into the mold.

MOLDER, PIPE (DROP-PATTERN MACHINE)

Shapes molds for cast iron pipe (rarely exceeding 5 feet in length) on a drop-pattern machine. Work involves most of the following: Forms cope and drag sections of molds by placing appropriate flasks on drop-pattern machine, filling flask with sand, ramming sand around pattern with ramming tool, and tripping lever on machine causing pattern to drop away from compacted sand; removing filled flasks from machine; placing drag section of mold on floor; setting core in drag mold; placing cope section on top of drag and clamping cope to drag; and pouring molten metal into gates (holes) in cope section of mold. Also may make cores of green sand. Workers in this occupation usually work in pairs.

PATTERNMAKER, METAL

Performs machine operations on rough metal castings or pieces of metal stock to make metal patterns, core boxes, or match plates. Work involves most of the following: Planning and laying out of work from blueprints, drawings, or models; making standard shop computations relating to dimensions of work; using a variety of machines and handtools; and performing hand-finishing operations on pattern by filing, filling in low spots with solder, and sometimes painting with aluminum paint.

PATTERNMAKER, WOOD

Builds wooden patterns, core boxes, or match plates. Work involves most of the following: Planning and laying out of work from blueprints, drawings, or models; making standard shop computations relating to dimensions of work; using a variety of patternmaker's handtools such as saws, planes, chisels, gages, and mallets; operating various woodworking machines such as band saws, circular saws, borers, routers, lathes, planers, drill presses, sanders, and shapers; checking work with calipers, rules, protractors, squares, straight-edges, and other measuring instruments; assembling patterns and sections of patterns by gluing, nailing, screwing, and doweling; working to required tolerances and allowances; and selecting the materials for the construction of a particular pattern. Also may make sweeps (templates) for making molds by the sweep-molding method. In general, the work of the patternmaker requires a rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers exclusively engaged in repairing wood patterns (wood pattern repairmen) are to be excluded from this classification.

POURER, METAL

Pours molten metal into molds. Work involves any combination of the following: Controlling the pouring of molten metal at a rate compatible with the size and structure of the casting; skimming slag from surface of molten metal; transporting metal from furnace to molds; pouring metal into molds; and dumping slag from ladle after pouring operation.

REPAIRMAN, WOOD PATTERNS

Repairs broken or damaged wooden patterns and corrects patterns to compensate for defects in castings. Work involves: Building or repairing patterns by gluing, screwing, or nailing additional pieces of wood to some surfaces; and dressing down surfaces with scrapers and other handtools. Qualified wood patternmakers, who also are engaged in repairing wood patterns, are to be classified as patternmaker, wood.

SAND MIXER

Mixes sand, binders, and water by hand or machine to prepare sand for molders or coremakers. Work involves any combination of the following: Transporting sand and binders from storage to mixing area; removing scraps of metal from used molding sand; mixing ingredients according to instructions by hand or machine; and testing sample of prepared sand, adding ingredients as necessary to obtain proper mixture.

SAND- OR SHOT-BLAST OPERATOR

Operates sand- or shot-blast equipment to impart specified finish to castings or to clean dirt, scale, and/or other materials from castings. Work involves most of the following: Positioning castings and starting blast of abrasive; adjusting mixture of air and abrasive; and turning castings to blast all surfaces. May service sand- or shot-blast tanks.

SAND-SLINGER OPERATOR

Operates sand-slinging machine which fills mold flasks with compacted sand to form molds. Moves the head of the sand-slinger impeller back and forth over flasks as sand is thrown at high velocity into flask. May oil and clean machine.

SHAKEOUT MAN

Removes castings from the molds in which they were cast by hand or mechanical means. Work involves one or more of the following: Releasing clamps holding sections of flask together, separating the sections and breaking the sand mold from the castings using a steel bar or sledge hammer, or removing castings from the sand with the aid of metal hooks; operating a vibrating shakeout screen in removing sand and castings from flasks; using a pneumatic shaker which, when attached to the flask, jars or jolts it until the mold has crumbled; using a vibratory air-hammer to remove the sand and castings; shaking loosely adhering sand from castings; and shoveling sand shaken from molds into a pile.

SHELL-MOLD AND/OR SHELL-CORE-MACHINE OPERATOR

Operates machine which makes shell molds or shell cores by baking a resin and sand mixture on a heated metal pattern. Work involves some combination of the following: Starting and stopping machine; installing pattern in machine; preparing or supervising the preparation of the mixture of sand and resin; determining proper curing temperature and timing; and removing cope and drag, and pasting together to form mold.

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by types of truck, as follows:

Trucker, power (forklift)

Trucker, power (other than forklift)

TUMBLER OPERATOR

Operates tumbler to impart specified finish to castings or to clean dirt, scale, or other materials from castings. Work involves most of the following: Placing castings in tumbler; loading tumbler with picks, pebbles, sand, sawdust, or other materials; adjusting tumbler for prescribed operating time; and unloading tumbler. May deliver finished castings or parts to storage or shipping areas.

WELDER, HAND

(Acetylene welder; gas welder; arc welder; electric welder)

Uses oxyacetylene torch or arc welding apparatus to fuse or weld individually-cast pieces into completed castings and to repair defective or cracked castings. Must have knowledge of correct handling and adjustment of welding apparatus and the use of welding materials so that welded castings can pass prescribed test.

For wage survey purposes, workers are to be classified as follows:

Welder, hand, assembling  
 Welder, hand, repairing  
 Welder, hand, assembling and repairing

## Office Occupations

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; preparing an order sheet listing the items that make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wage of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in preparing and distributing pay envelopes. May use a calculating machine.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work activities of the supervisor. Works fairly independently, receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- a. Receives telephone calls, personal callers, and incoming mail; answers routine inquiries; and routes the technical inquiries to the proper persons;
- b. Establishes, maintains, and revises the supervisor's files;

SECRETARY—Continued

- c. Maintains the supervisor's calendar and makes appointments as instructed;
- d. Relays messages from supervisor to subordinates;
- e. Reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- f. Performs stenographic and typing work.

Also may perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- e. Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

STENOGRAPHER, GENERAL

Primary duty is to take and transcribe dictation from one or more persons, either in shorthand or by Stenotype or similar machine, involving a normal routine vocabulary. Also may type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; and planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

## Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1960 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free, as long as a supply is available, from the Bureau of Labor Statistics, Washington, D. C., 20212, or from any of the regional offices shown on the inside back cover.

### I. Occupational Wage Studies

#### Manufacturing

- Basic Iron and Steel, 1967. BLS Bulletin 1602 (55 cents).  
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1967. BLS Bulletin 1581 (25 cents).  
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).  
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).  
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).  
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).  
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 (25 cents).  
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).  
Footwear, 1965. BLS Bulletin 1503 (50 cents).  
Hosiery, 1967. BLS Bulletin 1562 (70 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).  
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 cents).  
Meat Products, 1963. BLS Bulletin 1415 (75 cents).  
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964. BLS Bulletin 1457 (40 cents).  
Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 (75 cents).  
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).  
Miscellaneous Textiles, 1953. BLS Report 56.  
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).  
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).  
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).  
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).  
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 (30 cents).  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 (60 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 (30 cents).  
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).  
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).  
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).  
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).  
\*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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\* Studies of the effects of the \$1 minimum wage.

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).  
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).  
Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).  
Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).  
\* Wooden Containers, 1957. BLS Report 126.  
Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).  
Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

### Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).  
Banking, 1964. BLS Bulletin 1466 (30 cents).  
Bituminous Coal Mining, 1967. BLS Bulletin 1583 (50 cents).  
Communications, 1967. BLS Bulletin 1615 (30 cents).  
Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).  
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 (30 cents).  
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.  
Eating and Drinking Places, 1966-67. BLS Bulletin 1588 (40 cents).  
Electric and Gas Utilities, 1967. BLS Bulletin 1614 (70 cents).  
Hospitals, 1966. BLS Bulletin 1553 (70 cents).  
Hotels and Motels, 1966-67. BLS Bulletin 1587 (40 cents).  
Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).  
Life Insurance, 1966. BLS Bulletin 1569 (30 cents).  
Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).  
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

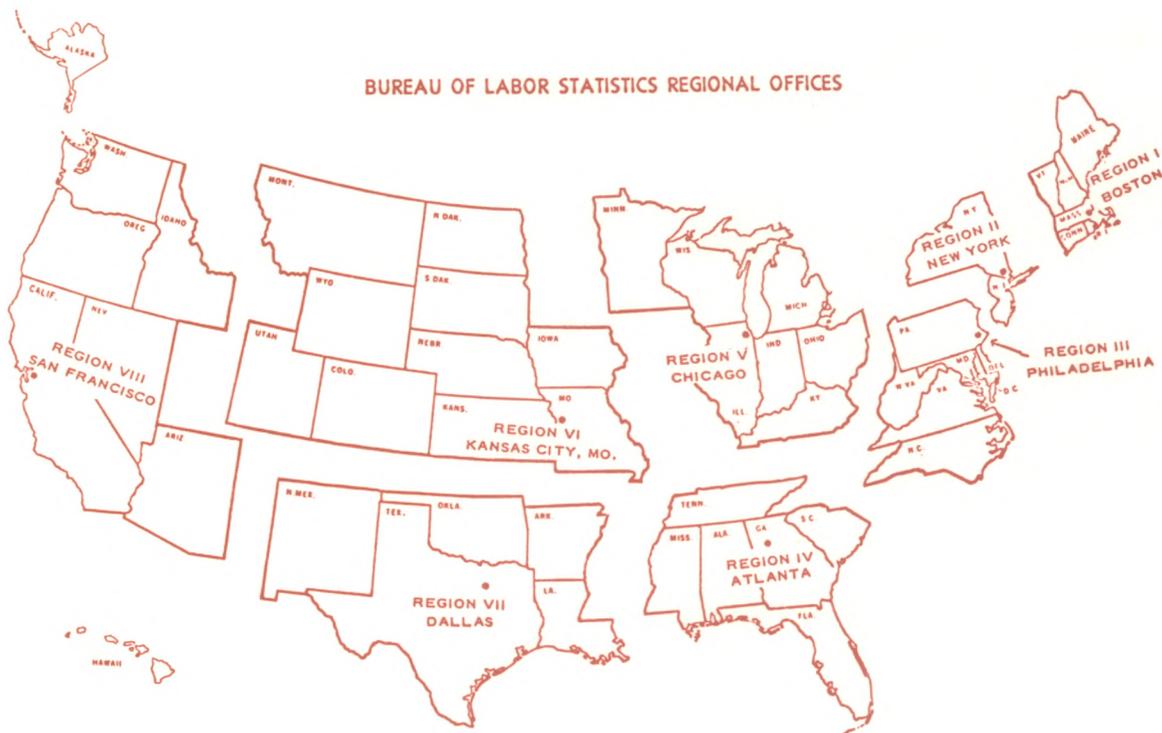
## II. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958.  
BLS Bulletin 1252 (40 cents).  
Factory Workers' Earnings—Selected Manufacturing Industries, 1959.  
BLS Bulletin 1275 (35 cents).
- Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 (50 cents).  
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965.  
BLS Bulletin 1533 (40 cents).
- Employee Earnings and Hours in Retail Trade, June 1966—  
Retail Trade (Overall Summary). BLS Bulletin 1584 (\$1).  
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1  
(30 cents).  
General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).  
Food Stores. BLS Bulletin 1584-3 (60 cents).  
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).  
Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).  
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6  
(50 cents).  
Miscellaneous Stores. BLS Bulletin 1584-7 (65 cents).

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\* Studies of the effects of the \$1 minimum wage.

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